DOCUMENT RESUME

ED 098 883 HE 006 065

TITLE	Availability Data: Minorities and Women.
INSTITUTION	Office for Civil Rights (DHEW), Washington, D.C.
PUB DATE	Jun 73
NOTE	78p.
EDRS PRICE	MF-$0.75 HC-$4.20 PLUS POSTAGE
DESCRIPTORS	American Indians; Degrees (Titles); *Employment Opportunities; Enrollment Trends; *Females; *Higher Education; *Minority Groups; Negroes; Puerto Ricans; Spanish Americans; *Statistical Data

ABSTRACT

Sources and type of data concerning minority groups and women are listed in an effort to assist employers and institutions of higher education. Excerpts and statistics from various sources are presented. Reproduced from best available copy. (MJM)

ED 088883

BEST COPY AVAILABLE

HE

AVAILABILITY DATA

MINORITIES and WOMEN

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

HE 006 065

U. S. DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
OFFICE OF THE SECRETARY
Office for Civil Rights

Availability Data

Minorities and Women

The data, references, and documents that follow have been assembled to help interested persons, employers, and institutions of higher education in their search for information on this subject.

This compilation is by no means all that is available. It is, however, what is know to this Office at this time.

As additional data and publications become known and available, this compilation will be updated.

Higher Education Division
Office for Civil Rights
Department of Health, Education, and Welfare
330 Independence Avenue, S. W.
Washington, D. C. 20201

June 1973

DATA ON THE AVAILABILITY OF WOMEN AND MINORITIES FOR ACADEMIC EMPLOYMENT

MINORITIES

SOURCE	PAGE	TYPE OF DATA
Survey of Black American Doctorates The Ford Foundation Office of Special Projects 320 East 43rd Street New York, New York 10017		This survey, along with an accompanying study by Fred E. Crossland (Graduate Education and Black Americans) in 1968, found "less than 1 percent" of the doctorates in the nation went to blacks. More than half of the degrees earned were in education (28.6 percent) and in Social Sciences (26.3 percent). About 80 percent of the Black Ph.D's were men. Excerpts from the two surveys are included under Tab A.
The American Bar Association 1155 60th Street Chicago, Illinois 60637		In a 1969-70 survey the ABA found blacks represented 2.7 percent of the total law school enrollment. A related survey found 1 percent of the male lawyers and judges and 2.3 percent of the female lawyers and judges were black. Excerpts from the ABA survey are included as Tab B.
Student Lawyer Journal The American Bar Association 1155 60th Street Chicago, Illinois 60638	18 June, 1971	A survey in this publication included racial data for eight professions in addition to the law. (See Tab C).

Prepared by the Office for Civil Rights, Department of Health, Education, and Welfare, Revised March 1973 (*denotes new entry since August 1972)

CHANGE Magazine	6 Fall, 1971	Research by David M. Rafky of Syracuse University showed percentage breakdowns among blacks who hold doctorates. (See Tab D).
*Teachers College Record Columbia University	226 Vol 74, No.2 December 1972	"The Black Scholar in the Academic Marketplace," a statistical and narrative account of problems, characteristics, opportunities, by David M. Rafky, City College of Loyola University, New Orleans.
*Negroes in Science: Natural Science Doctorates 1876-1969 Balamp Press, Box 7390 Detroit, Michigan		A study by James Jay, with limited availability data.
*Equal Employment for Minority Group College Graduates Garrett Park Press Garrett Park, Maryland 20766		A guidebook by Robert Calvert, with suggested procedures and some statistics.
Racial and Ethnic Enrollment Data for Institutions of Higher Education Office for Civil Rights, HEW Washington, D. C. 20202	117-200	This 1970 survey includes data, by race, for undergraduate institutions, as well as for medical, dental, law and other graduate and professional schools. Data for 1968 is available.
Directory of Public Elementary and Secondary Schools Office for Civil Rights, HEW Washington, D. C. 20202	xiii	This survey includes the percentage of classroom teachers in public school systems in 1970 who were Negro, Spanish-surnamed, American Indian Oriental and others. Data for 1968 is available.
Minority Group Employment in the Federal Government U. S. Civil Service Commission Washington, D. C.		This 1970 data is by grade level and by individual agencies, for Negroes, Spanish-surnamed Americans, American Indians, Orientals and others.
College and University Faculty: A Statistical Description, 1970		See entry under Women and Minorities below.

Journal of the NMA National Medical Association 1717 Massachusetts Ave., N. W. Washington, D. C.	470 Nov. 1969 Vol. 61 No. 6	Distribution of black physicians in the U. S., by state and by graduating school. Later data for 1970 showed 2 percent of the nation's 317,000 physicians are black, most in California, New York and D. C. (See Tab E for excerpts)
Office for Civil Rights Department of Health, Education, and Welfare Washington, D. C. 20201		This agency has limited data of representation of various minority groups in nursing and doctors' professions.
Black Enterprise 295 Madison Avenue New York, New York 10017		This monthly magazine from time to time publishes data on black representation in various fields.
National Minority Business Directory 1972 1115 Plymouth Avenue North Minneapolis, Minnesota 55411		This directory has no cumulative data but provides names of minority persons in various professions, including advertising, architecture, banking, chemicals, data processing, electronics, food service and communications.
Federal Communications Commission 1919 M Street, N. W. Washington, D. C.		The FCC has yearly cumulative data on minority representation in the radio and television industry. (National Association of Educational Broadcasters, Washington, D. C., compiles similar data for its portion of the industry).
U. S. Bureau of Indian Affairs Higher Education 5301 Central Avenue, N. W. Albuquerque, New Mexico 87108		Maintains information on Indian-Americans in Higher Education.
Office of Indian Affairs Office of Education - Room 1169 400 Maryland Avenue, S. W. Washington, D. C. 20202		Maintains information on Indian-Americans in Higher Education.

United Scholarship Service P.O. Box 18285 Capitol Hill Station Denver, Colorado	Maintains information on Indian-Americans in higher education.
Aspira of America, Inc. 245 5th Avenue New York, New York 10016	Maintains information on Puerto Rican scholars.
Puerto Rican Research Center 1519 Connecticut Avenue, N. W. Washington, D. C. 20036	Maintains information on Puerto Rican scholars.
Puerto Rican Studies Departments at various universities Hunter College of the City University of New York, Fordham University (New York City), Rutgers University (New Brunswick, New Jersey), City University of New York	Possible sources of names of scholars in various fields.
*Directory of Spanish-surnamed and Native Americans in Science and Engineering Dr. Joseph Martinez 464 Furnace Road Ontario, New York 14519	List of individuals
Cabinet Committee on Opportunity for the Spanish Speaking 1800 G. Street, N. W. Washington, D. C. 20506	The committee published "Spanish-surnamed American College Graduates, 1970," which lists 3,000 Spanish-surnamed graduates for 1970 with fields of study and degrees earned. (A breakdown, by field, for the list is included as Tab F)
Office of Spanish-surnamed Affairs Room 4544 Department of Health, Education and Welfare Washington, D. C. 20202	Compiles a list of "Mexican-Americans Holding a Doctorate," by field of study.

Dr. Amado Padilla University of California at Santa Barbara Santa Barbara, California 93106	Developing roster and data of Mexican-Americans holding advanced degrees.
Directory of Minority College Graduates 1971-72 Manpower Administration U. S. Department of Labor Washington, D. C.	Names, addresses and fields of 30,000 minority men and 30,000 minority women receiving BA, MA, or PhD in 1971 or 1972. No cumulative data.
*Black Academy of Arts and Letters 475 Riverside Drive New York, New York 10027	Provides no data nor rosters but active in academic affairs.
Black Nurses Association 792 Columbus Avenue New York, New York 10025	Compiles information about black nurses.
Caucus of Black Economists Room 607 1001 Connecticut Avenue, N. W. Washington, D. C. 20036	Maintains a roster of 500 blacks in economics.
*National Association of Black Accountants P. O. Box 726, FDR Station New York, New York 10022	Notifies its membership of university openings; has no availability data but estimates 200 of the 125,000 certified public accountants are black.
*National Association of Black Urban and Ethnic Directors P. O. Box 205, Manhattanville Station New York, New York 10027	Maintains information for and about minorities in urban planning.
*Minority Recruitment Office American Society of Planning Officers 1313 E. 60th Street Chicago, Illinois 60637	Provides a study with numbers of minorities and women in urban planning education and provides resumes of those available.
National Bar Association 1721 S. Street, N. W. Washington, D. C. 20009	Maintains information on blacks in the law and judiciary.

National Roster of Minority
Professional Consulting Services
Office of Minority Business Enterprise
Department of Commerce
Washington, D. C.

This data is not cumulative, but serves as a source of minority persons in the field of business.

WOMEN

SOURCE	PAGE	TYPE OF DATA
National Register of Scientific and Technical Personnel 1966, 1968, 1970 National Science Foundation 1800 G Street, N. W. Washington, D. C.		Number and percent of scientists by sex, for 17 separate fields; number of women scientists by field, highest degree, by type of employer, by primary work activity, by years of professional experience; also median income figures. Several variables of the data are available.
Earned Degrees Conferred: Bachelor's and Higher Degrees Bureau of Educational Research and Development U. S. Office of Education Washington, D. C.		The data for the proportion of doctorates earned by women, by area and field, 1960-69 is included as Tab G. The Office of the Chancellor at the University of Wisconsin has excerpted data for 1967-69 for 33 leading institutions Lucy W. Sells of the Department of Sociology, University of California at Berkeley has organized the data, by sex, for the top five graduate institutions in selected disciplines. All of the above statistics are available from Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N. W. Washington, D. C. 20009.
National Research Council National Academy of Science 2101 Constitution Avenue, N.W. Washington, D. C.		Number and percentage of doctorates to women by 26 fields, also by school, gathered annually since 1968. Also number and percentage of women receiving any graduate degree by area, school, and state. THIS DATA IS NOW BEING COMPILED BY RACE, AS WELL AS SEX.
Juris Doctor Magazine for the New Lawyer 555 Madison Avenue New York, New York 10022	12 March, 1972	An article by Anne Trebilcock, on leave from University of California Law School, listed increases in percentages of women enrolled in law schools, now nearly 19 percent. (See Tab H)

Women's caucuses and committees in the various professional associations and disciplinary associations		Most groups maintain lists of women available in the field and some have data on the percentage of the field that is female. (See Tab I for a listing of these groups.)
Digest of Educational Statistics 1970 National Center for Education Statistics U. S. Office of Education Washington, D. C.	82	Professional background and academic activity of college faculty members, by sex, 1969
	89	Earned degrees conferred by field, by level, and sex 1968-69.
	90	Number of first-professional degrees conferred in dentistry, medicine and law, by sex, 1968-69.
	122	Average monthly salary offers to male candidates for master's and doctor's degrees, by field, 1964-65 to 1969-70.
Institute for College and University Administrators American Council on Education One Dupont Circle Washington, D. C. 20036		Women Academic Administrators in Higher Education (presidents, deans, vice presidents and financial or administrative officers). See Tab J.
Handbook on Women Workers Women's Bureau U. S. Department of Labor Washington, D. C.		Data on Women in the Labor Force, Employment by Occupation, Earnings, Educational Attainment, Laws Governing Women's Employment and Status, Bibliography on American Women Workers. Of only limited use in establishing availability in academic employment.
Boston Theological Institute Women's Institute Placement Service 45 Francis Avenue Cambridge, Massachusetts		Maintains a data bank on women qualified to teach in theology.

*Architectural Forum	46 Sept., 1972	An article on "Women in Architecture" reported that American Institute of Architecture membership in 1969 was 233 female, 23,205 male. It quoted Department of Labor estimates that 4 percent of the nation's 33,000 registered architects and 20 percent of the 8,000 urban planners are female (1970 Census). See Tab K for excerpts.
*Women in Communications, Inc. (founded as Theta Sigma Phi) 8305-A Shoal Creek Blvd. Austin, Texas 78758		Has compiled percentages of women in each academic rank on journalism faculties nationally and numbers of women in journalism at individual schools. See Tab L.
*Goals for Women in Science Women in Science and Engineering c/o Margaret E. Law Department of Physics Harvard University Cambridge, Massachussetts 02138		Narrative and statistics on availability and opportunities for women generally and at selected institutions. (See Tab M for excerpts.)
*Minority Recruitment Office American Society of Planning Officers 1313 E. 60th Street Chicago, Illinois 60637		See entry under Minorities above.
*The Profile of Medical Practice Center for Health Services Research American Medical Association 535 North Dearborn Street Chicago, Illinois 60610	102 1972 edition	Women Physicians in Medicine by Barbara H. Kehrer, reports 7.4 percent of the U. S. physicians are female, includes other data on types of practice, medical school enrollment, etc. See Tab N for excerpts.
*1971 Lawyer Statistical Report American Bar Association 1155 60th Street Chicago, Illinois 60637	1971 edition	This report showed women comprise 9,103 or 2.8 percent of the total attorneys in the U. S. The ABA has recently supplemented this report with new data on women in the law.

Bulletin of the American
Physical Society
335 E 45th Street
New York, New York 10017

Vol. 17
June 1972

A statistical portrait of women in physics and their availability using data from the National Research Council, the National Science Foundation, Directory of Physics and Astronomy Faculties of North American Colleges and Universities, 1970-1971, and an independent survey.

MINORITIES AND WOMEN

SOURCE	PAGE	TYPE OF DATA
National Research Council National Academy of Science 2101 Constitution Avenue, N. W. Washington, D. C.		See entry under Women above.
The American Graduate Student: A Normative Description, 1971 American Council on Education One Dupont Circle Washington, D. C. 20036	16-92	Raw data, by race and by sex, for the following fields: bioscience, business, education engineering, arts and humanities, math and physicial sciences, social sciences, health, law.
	17	Degree enrollments, by race and sex.
	104	Degree enrollments, by fields
	89-92	Percentage distribution of students in various fields, by sex, for all academic degrees. Analysis of this data is available from ACE.
College and University Faculty: A Statistical Description, 1970 American Council on Education One Dupont Circle Washington, D. C. 20036	12	Faculty appointments, by race and sex, in each type of school (two-year, four-year, universities, etc.) Also by job titles. The data shows 2.2 percent of American college faculty (1.8 percent of the male faculty and 3.9 of the female faculty) is black. See Tab O.
	14-15	Numbers of publications and hours taught, by sex and by type of school. Priority to teaching or research, by sex and type of school. Also by highest degree held. Analysis of this data is available from ACE.

U. S. Bureau of the Census Department of Commerce Washington, D. C.		The Census Bureau has data of various professions, by race and sex. The 1960 Census, for instance, found 212,408 lawyers and judges in the U. S., and 176 were female Negroes. The total number of females, including whites and Negroes, was 7,434. The Bureau publishes an annual catalog of available data.
American College Enrollment Trends in 1971 Carnegie Commission on Higher Education 1947 Center Street Berkeley, California 94704	8	Data showing trends in graduate enrollment between fall 1970 and fall 1971. See Tab P.
*Department of Civil Engineering 3106 Civil Engineering Building University of Illinois Urbana, Illinois 61801		Has compiled a list of women and minorities who have been or soon will be holders of doctorates in civil engineering, engineering, engineering mechanics and allied fields.
*Minorities and Women in Science 1776 Massachusetts Avenue, N. W. Washington, D. C. 20036		A monthly survey of developments affecting scientific manpower and women power, including new sources of availability data. Published by Scientific Manpower Commission, Betty M. Vetter, executive director.
U. S. Equal Employment Opportunity Commission 1800 G Street, N. W. Washington, D. C.		The EEOC has cumulative data by race and sex, in broad occupational categories, as well as for various professions.
Committee on Equality of Opportunity in Psychology American Psychological Association 1200 Seventeenth Street, N. W. Washington, D. C. 20036		Developing information on minorities and women in the field.

A Statistical Portrait of Higher Education Carnegie Commission on Higher Education 1947 Center Street Berkeley, California 94704	Data on student characteristics, faculty characteristics, and expenditures that may be of help in developing affirmative action programs.
*American Society for Public Administration 1223 Connecticut Avenue, N. W. Washington, D. C.	Maintains a data bank on women and minorities qualified in the field.

ADDITIONAL SOURCES

SOURCE	PAGE	TYPE OF DATA
*Affirmative Action Campus Contacts		See Tab Q for a 1972 listing of affirmative action contacts.
*Project on the Status and Education of Women 1818 R Street, N. W. Washington, D. C. 20009		Maintains regular mailing of materials on affirmative action, availability, recruiting, suggestions, etc.
Directory of Afro-American Resources Race Relations Information Center (published by R.R. Bowker Company, 1180 Avenue of the Americas, New York, New York 10036)		Lists, describes and cross-indexes professional associations of blacks, discriplinary committees concerned with blacks, data sources and study centers.

TAB A

BEST COPY AVAILABLE

A Survey of Black American Doctorates

Conducted by James W. Bryant, program advisor,
Special Projects in Education, the Ford Foundation

In the course of planning a program to increase the number of black Ph.D.s, the Office of Special Projects of the Ford Foundation conducted a survey of black men and women who hold the doctorate. The results support the generally held assumption that less than 1 per cent of America's earned doctoral degrees are held by Negroes. From a variety of sources, the names of 2,280 Negro Ph.D.s were obtained.* For the immediate future the percentage is not likely to change, since another survey indicates that less than 1 per cent of the Ph.D. candidates at the close of the 1967-1968 academic year were black men and women.**

Table III FIELDS IN WHICH DEGREES WERE CONFERRED

Field	Male		Female		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
Education	228	26.4	85	36.3	313	28.6
Social Sciences	242	28.0	46	19.7	288	26.3
Biological Sciences	120	14.0	22	9.4	142	12.9
Humanities	90	10.4	46	19.7	136	12.4
Physical Sciences	116	13.4	13	5.5	129	11.8
Other*	66	7.8	22	9.4	88	8.0
Total	862	100.0	234	100.0	1096	100.0

*Includes Agriculture, Business, Engineering, Home Economics, and Religion.

Table IV EMPLOYMENT OF BLACK DOCTORATES

Employment	Male		Female		Total	
	Number	Per Cent	Number	Per Cent	Number	Per Cent
College & University	729	84.8	208	88.9	937	85.4
Government	47	5.4	11	4.7	58	5.3
Social Agencies	42	4.9	11	4.7	53	4.8
Industry	28	3.2	1	.4	29	2.7
Other*	16	1.8	3	1.2	19	1.8
Total	862	100.0	234	99.9	1096	100.0

*Includes retired and self-employed persons.

The Ford Foundation
320 East 43rd Street
New York, N.Y. 10017

Office of Special Projects
Division of Education & Research
November 25, 1968

GRADUATE EDUCATION AND BLACK AMERICANS

by Fred E. Crossland

During the summer of 1968, 105 American graduate schools of arts and sciences were asked to provide data about black Americans attending their institutions and receiving their degrees. Sixty-four were able to provide data about enrollment; sixty-three were able to provide information about recent Ph.D. recipients. The participating universities are listed in Attachment A. The data they furnished are summarized in seven statistical tables at the end of this paper. We are extremely grateful for their cooperation.

The collection of information about racial representation in graduate schools is complicated by two facts. First, it is impossible to be precise about something as imprecise as race. Men and women do not fit neatly into yellow, brown, red, black, or white pigeonholes. Second, in recent years it has become socially proper and legally necessary for institutions not to ask a man's race and not to keep racial records.

It was impossible, therefore, for most administrators to provide exact answers to our questions. For the most part, the raw data they sent us were estimates, educated guesses, recollections of former students, and hunches about current degree candidates. Despite the inevitable imprecision of individual items of information, the composite picture is remarkably clear and the patterns are consistent.

Nearly one third of all American doctoral degree granting institutions provided data; these institutions award more than one third of all earned higher degrees. They are not a small statistical sample; they are a large and representative group of America's leading universities. They represent the public and private sectors of higher education. They are located in all sections of the country. They are large and small, urban and rural. They are prestigious and relatively unknown to the general public.

All the responding universities are typical in that they are "predominantly white" institutions in a society becoming increasingly and belatedly self-conscious about its treatment of the culturally different. What these universities have to say about their own service to black Americans is important.

*** *** *** *** *** *** *** *** *** *** *** *** ***

The following three figures summarize the situation and indicate the scope of the problem:

... 11.5 percent .... this is the proportion of the total American population which is black

... 1.72 percent .... this is the proportion of the total enrollment in America's graduate schools of arts and sciences which is black American

... 0.78 percent .... this is the proportion of all Ph.D.'s awarded between 1964 and 1968 which went to black Americans

If the number of black American graduate students were multiplied sevenfold, it would only match the ratio of blacks to the total American population. The annual number of new black Ph.D.'s would have to be multiplied by fifteen to achieve the total population ratio. All the current black recruitment programs will not bring off such increases.

Nothing less than massive, concerted, and sustained efforts by the universities -- together with greatly increased student financial aid resources and vastly improved primary, elementary, and undergraduate education -- will bring about graduate enrollment "parity" for black Americans within a decade. Meanwhile, black administrators will continue to be under-represented in higher education. And students, black and white, will continue to have proportionately few black professors in their college classrooms and laboratories.

The sixty-four graduate schools responding to our questionnaire reported that only 1.72 percent of their students last year were black Americans. There were some regional differences. Nearly half the reported black students were enrolled in the large Midwestern state universities. Both the East and West were below the national figure. As might be expected, the South was above the average. However, although 40 to 50 percent of all black Americans live in the South, it appears that no more than 20 percent of all black graduate students attend institutions in that part of the country. It is likely that a substantial number of black students migrate from the South to low-cost public institutions in the Midwest. (See Table I.)

Twelve of the 64 responding institutions had fewer than ten black students last year, and only twelve reported more than 100. Of the latter, nine were public state universities and three were urban institutions (one public and two private).

Since the 1.72 percent black enrollment figure is more than double the 0.78 percent black Ph.D. figure, it is probable that black enrollment tends to be concentrated at the master degree level and that relatively few blacks continue to the doctorate. On the other

hand, it is possible that the number of new black graduate students in the last two or three years has increased and that there will be a corresponding increase of black Ph.D.'s in the near future.

In the past, the majority of black graduate students were seeking only to satisfy requirements for elementary and secondary school teaching and few had reason to work for the doctorate. That condition may be changing. More than half of the recent black Ph.D. recipients were already teaching at the college level, many at Southern predominantly Negro colleges. As both industry and higher education seek more credentialed blacks, there probably will be increasing numbers of blacks seeking to enter graduate school, enroll in a wider variety of fields, and work for higher degrees.

Sixty-three universities were able to provide data about recent black Ph.D. recipients. Thirteen reported that they had none between 1964 and 1968. Fifty reported that collectively they awarded 294 Ph.D.'s to black Americans between 1964 and 1968. (See Table III.) Among the fifty universities, fourteen granted just one each, and an additional eight universities awarded two Ph.D.'s each to black Americans between 1964 and 1968. The remaining 28 institutions awarded from 3 to 41 doctoral degrees to blacks during the five-year period. (See Table IV.)

The annual number of black Ph.D.'s has been increasing rather steadily in each of the four regions listed, but the percentage of Ph.D.'s going to black Americans has remained extremely low and fairly stable. There has been no significant change despite increasing public attention to civil rights, racial issues, and minority problems, and despite educators' preoccupations with compensatory programs and intensive recruitment of minority students. The interval from graduate school entry to the awarding of the doctorate typically is four or five years, so the result of recent and current efforts must be awaited. No doubt the number of black Ph.D.'s will continue to grow slowly, but there are no signs of sudden changes. After all, the black Ph.D.'s of 1972 are attending graduate school now and there simply are not that many now enrolled.

There appears to be no relationship between size of university and proportion of Ph.D.'s awarded to black Americans. The ten largest and the ten smallest institutions among the respondents have almost exactly the same proportion of black Americans among their recent Ph.D. holders. Black graduate students clearly are in short supply, but no section of the country and no size of university has a corner on the market.

Universities also were asked how many Ph.D.'s they expect to award to black Americans in 1969. Forty-six of the graduate schools responded. The estimates appear to be very generous and may reflect hope rather than expectation. But even if only half of the "hopefuls" for 1969 receive their Ph.D.'s, the 46 responding institutions will have record numbers of black doctoral alumni next year. It will be worth a second look.

*** *** *** *** *** *** *** *** *** *** *** *** *** ***

BEST COPY AVAILABLE

TABLE I

ENROLLMENT IN GRADUATE SCHOOLS OF ARTS AND SCIENCES IN 1967-68

Region	Universities asked	Universities responding	Total enrollment	Black American enrollment	Percent black American
East	39	24	39,381	467	1.19
South	24	12	21,151	577	2.73
Midwest	25	18	79,149	1,495	1.89
West	17	10	34,934	473	1.35
Total	105	64	174,615	3,012	1.72

Explanatory Notes:

1. The universities themselves provided the raw data upon which this and all subsequent tables are based.

2. The figures are for full-time and part-time enrollment combined.

3. Questionnaires were addressed to deans of graduate schools of arts and sciences at the 105 institutions included in Allan M. Cartter, An Assessment of Quality in Graduate Education (1966).

4. Data may not always be exactly comparable because universities keep records in different ways. For example, a few may have provided data for more than "arts and sciences" and included education, business administration, engineering, and perhaps other fields.

5. Data were sought for "Negro American" students rather than for "all black students", a category which would include black students from other countries.

BEST COPY AVAILABLE

TABLE III

DOCTOR OF PHILOSOPHY DEGREES AWARDED FROM 1964 THROUGH 1968

	Academic Year	Total Ph.D.'s Awarded	Ph.D.'s to Black Americans	Percent to Black Americans
EAST	1963-64	1,221	9	0.74
(23 respondents	1964-65	1,456	14	0.96
out of 39 asked)	1965-66	1,586	15	0.95
	1966-67	1,741	24	1.38
	1967-68	2,015	17	0.84
	Five years	8,019	79	0.99
SOUTH	1963-64	692	1	0.14
(12 respondents	1964-65	916	1	0.11
out of 24 asked)	1965-66	1,028	1	0.10
	1966-67	1,197	10	0.84
	1967-68	1,271	6	0.47
	Five years	5,104	19	0.37
MIDWEST	1963-64	2,934	26	0.89
(18 respondents	1964-65	3,059	38	1.24
out of 25 asked)	1965-66	3,495	28	0.80
	1966-67	3,784	33	0.87
	1967-68	4,219	41	0.97
	Five years	17,491	166	0.95
WEST	1963-64	952	5	0.53
(10 respondents	1964-65	1,177	5	0.42
out of 17 asked)	1965-66	1,335	8	0.60
	1966-67	1,670	3	0.18
	1967-68	1,708	9	0.53
	Five years	6,842	30	0.44
TOTALS	1963-64	5,799	41	0.71
(63 respondents	1964-65	6,608	58	0.88
out of 105 asked)	1965-66	7,444	52	0.70
	1966-67	8,392	70	0.83
	1967-68	9,213	73	0.79
	Five years	37,456	294	0.78

TABLE IV

DISTRIBUTION OF BLACK AMERICAN RECIPIENTS OF THE DEGREE OF DOCTOR OF PHILOSOPHY DURING THE FIVE-YEAR PERIOD ENDING 1968

Number of black American Ph.D.'s	Number of universities				
	East	South	Midwest	West	Total
0	4	4	3	2	13
1	8	4	1	1	14
2	3	0	3	2	8
3	0	2	1	3	6
4	0	1	0	0	1
5	3	1	0	0	4
6	1	0	1	1	3
7	0	0	0	0	0
8	1	0	1	0	2
9	0	0	0	0	0
10	1	0	3	1	5
11	1	0	0	0	1
12	0	0	1	0	1
13	0	0	1	0	1
14	0	0	0	0	0
15-19	1	0	0	0	1
20-24	0	0	2	0	2
25-29	0	0	0	0	0
30-34	0	0	0	0	0
35-39	0	0	0	0	0
40-44	0	0	1	0	1
45 or more	0	0	0	0	0
Universities responding	23	12	18	10	63
Universities asked	39	24	25	17	105

TAB B

NEWS FROM THE AMERICAN BAR ASSOCIATION

American Bar Center, 1155 East 60th Street, Chicago, Illinois 60637, Telephone (312) 493-0533 ABA Chris Whittle, Director of Public Relations

Information Contact: Linda Sacia

Release: Immediate

SURVEY REVEALS DATA ON BLACK LAW STUDENT ENROLLMENT

CHICAGO - Black students approximate three percent of the total enrollment in U.S. law schools, according to a survey conducted by the American Bar Association.

The survey revealed there are 1,605 black students out of 57,573 enrolled in the 125 law schools responding to the questionnaire and distinguishing between black and non-black students. This represents 2.7 percent of the total enrollment.

Out of the 142 law schools in the nation, eight returned the questionnaire but did not distinquish between black and non-black students, while nine schools did not reply at all.

The survey, conducted by the Committee on Civil Rights and Responsibilities of the ABA Section of Individual Rights and Responsibilities, shows figures from the 1969-70 school year.

"The survey was aimed at determining precisely the number of black students being prepared to meet the serious need for minority lawyers in this country," said Louis Pollak, former dean of the Yale University Law School and chairman of the Individual Rights Section.

(more)

Survey on Black Enrollment - Final

Some representative figures are: University of Alabama, eight black students in a total enrollment of 317; University of California, Berkeley, 34 of 753; Yale University, 50 of 588; and University of Wisconsin, 10 of 248.

A related survey of 1966 showed that one percent of male lawyers and judges and 2.3 percent of female lawyers and judges were black according to the 1960 census figures. Percentages were significantly higher in such professional occupations as clergymen, physicians and engineers.

-0-

March, 1971

BEST COPY AVAILABLE

Survey of Black Law Student Enrollment
1969 – 1970

Conducted by the Committee on Civil Rights and Responsibilities of the ABA Section of Individual Rights and Responsibilities

State Name of School	Total Enrollment 1969-1970	Black Enrollment 1969-1970
Alabama		
Cumberland School of Law	383	2
University of Alabama	317	8
Arizona		
Arizona State University (Tempe)	320	5
University of Arizona	323	3
Arkansas		
University of Arkansas (Fay.)	350	6
University of Arkansas (Little Rock)	128	4

(continued on page 36)

BEST COPY AVAILABLE

(continued from page 21)

California		
Univ. of California (Berkeley)	753	34
Univ. of California (Davis)	340	10
Univ. of California (Los Angeles)	800	55
Loyola University (Los Angeles)	879	24
Univ. of Southern California	439	15
Univ. of the Pacific	589	9
California Western Univ.	236	No Reply Received
Univ. of San Diego	595	11
Univ. of California (Hastings College)	1173	13
Golden Gate College	358	8
Univ. of San Francisco	361	5
Univ. of Santa Clara	269	5
Stanford University	428	8
Colorado		
University of Colorado	357	17
University of Denver	646	Figures Unavailable
Connecticut		
University of Connecticut	421	7
Yale University	588	50
District of Columbia		
American University	623	9
Catholic Univ. of America	373	12
Georgetown University	1301	38
George Washington University	1659	51
Howard University	357	Figures Unavailable
Florida		
University of Miami	528	2
University of Florida	824	5
Stetson University	429	0
Florida State University	361	12
Georgia		
University of Georgia	411	Figures Unavailable
Emory University	363	25
Mercer University	222	Figures Unavailable
Idaho		
University of Idaho	119	0
Illinois		
University of Illinois	600	21
Chicago-Kent	546	25
DePaul University	642	11
John Marshall Law School	887	No Reply Received
Loyola University	403	7
Northwestern University	472	19
University of Chicago	459	13
Indiana		
Indiana University (Bloomington)	372	8
Indiana University (Indianapolis)	577	16
University of Notre Dame	351	17
Valpariso University	152	3
Iowa		
Drake University	179	3
University of Iowa	428	20
Kansas		
University of Kansas	275	9
Washburn University of Topeka	300	2
Kentucky		
University of Kentucky	422	8
University of Louisville	428	5
Louisiana		
Louisiana State Univ.	546	1
Southern University	54	No Reply Received
Loyola University	522	9
Tulane University	361	4
Maine		
University of Maine	135	0
Maryland		
University of Maryland	535	20
Massachusetts		
Boston University	847	30
New England School of Law	150	1
Northeastern University	79	No Reply Received
Suffolk University	1537	9
Boston College (Brighton)	550	18
Harvard University	1651	102

30

BEST COPY AVAILABLE

Michigan		
University of Michigan	1118	39
Detroit College of Law	700	35
University of Detroit	284	No Reply Received
Wayne State University	928	51
Minnesota		
University of Minnesota	547	7
William Mitchell	368	1
Mississippi		
University of Mississippi	299	22
Missouri		
University of Missouri (Columbia)	333	1
University of Missouri (Kansas City)	353	8
St. Louis University	345	6
Washington University	251	6
Montana		
University of Montana	123	0
Nebraska		
University of Nebraska	326	5
Creighton University	265	3
New Jersey		
Rutgers University (Camden)	227	13
Rutgers University (Newark)	420	58
Seton Hall University	659	14
New Mexico		
University of New Mexico	171	0
New York		
Union University (Albany)	360	2
State Univ. of New York (Buffalo)	483	15
Cornell University	412	5
Brooklyn Law School	1048	12
Columbia University	989	62
Fordham University	760	7
New York Law School	511	8
New York University	861	38
St. John's University	807	8
Syracuse University	400	5
North Carolina		
University of North Carolina	540	4
Duke University	307	5
North Carolina Central Univ.	102	77
Wake Forest University	198	0
North Dakota		
University of North Dakota	120	0
Ohio		
Ohio Northern University	182	3
University of Akron	350	16
University of Cincinnati	309	5
Chase Law School	302	11
Cleveland State University	775	50
Case-Western Reserve Univ.	310	12
Capital University	247	11
Ohio State University	440	8
University of Toledo	475	17
Oklahoma		
University of Oklahoma (Norman)	394	2
Oklahoma City University	224	7
University of Tulsa	231	0
Oregon		
University of Oregon	300	2
Willamette University	288	0
Pennsylvania		
Dickinson School of Law	315	5
Temple University	764	No Reply Received
University of Pennsylvania	535	18
Duquesne University	533	No Reply Received
University of Pittsburgh	175	10
Villanova University	433	6
South Carolina		
University of South Carolina	496	Figures Unavailable
South Dakota		
University of South Dakota	152	1
Tennessee		
University of Tennessee	410	4
Memphis State University	279	Figures Unavailable
Vanderbilt University	363	Figures Unavailable

BEST COPY AVAILABLE

Texas		
University of Texas	1468	Figures Unavailable
Southern Methodist University	578	2
University of Houston	497	5
South Texas College of Law	578	7
Texas Southern University	149	No Reply Received
Texas Tech University	186	2
St. Mary's Univ. (San Antonio)	412	3
Baylor University	304	1
Utah		
University of Utah	337	No Reply Received
Virginia		
University of Virginia	788	20
Washington & Lee University	185	1
University of Richmond	180	0
College of William & Mary	190	2
Washington		
University of Washington	356	8
Gonzaga University	159	2
West Virginia		
University of West Virginia	217	0
Wisconsin		
University of Wisconsin	248	10
Marquette University	289	3
Wyoming		
University of Wyoming	124	0
Totals	57,573	1,605
From Schools which Responded □		

FOOTNOTES

[1]The Section Survey statistics were gathered over a period of a year and a half. Special appreciation is extended to Jerome Shestack, the immediate past Chairman of the Section, and H. Bruce Hamilton, the former Section Staff Director for Special Projects.

[2]See "Symposium: Disadvantaged Students and Legal Education – Programs for Affirmative Action," 70 U. Tol. L. Rev. 277 (1970). This issue comprehensively examines the crucial questions in this area.

[3]It is not without significance that the opportunity for these black candidates to be elected resulted largely from the litigation efforts of Charles Morgan, Jr., and other concerned attorneys.

TAB C

BEST COPY AVAILABLE

American Bar Association

Section of Individual Rights and Responsibilities

Survey of Black Law Student Enrollment

John W. Atwood
David F. James
David C. Long
Division of Public Service Activities
American Bar Association

Number of Blacks in Professional Occupations and
Black Percent to Total Number in Each Profession, by Sex, 1960

Professional Occupation	Number of Blacks	Percent of Total in Profession
Males:		
Clergymen	13,951	7.1%
Physicians and Surgeons	4,266	1.9%
Dentists	1,978	2.4%
Chemists	1,539	2.0%
Pharmacists	1,462	1.7%
Engineers	4,418	.8%
Lawyers and Judges	2,004	1.0%
Females:		
Physicians and Surgeons	490	3.1%
Professional Nurses	32,009	5.5%
Librarians	3,144	4.3%
Lawyers and Judges	176	2.3%

TAB D

BEST COPY AVAILABLE

CHANGE, Fall 1971 P.6

by David M. Rafky

The assassination of Rev. Martin Luther King, Jr. spurred a number of traditionally "closed," predominantly white, non-Southern colleges and universities to recruit black faculty. However, the number of blacks at these schools is still small. Our study focuses on the status of blacks in the academic marketplace and the barriers to their employment.

Assembling a mailing list of blacks in white schools was no easy task. Letters requesting rosters of black professors were sent to deans, provosts, presidents and selected department chairmen of all four-year, degree granting, predominantly white, non-Southern schools with more than three hundred students. The following illustrates some of the problems that we had:

> I would request you kindly to define more precisely what you mean by the term 'black'? Am I right in supposing that you are seeking information regarding American faculty of African descent? Or do you wish West Indian and African faculty members to be included – or dark skinned faculty from other countries?

Ten of the faculty members who were labeled black by our informants returned their questionnaires with "white" indicated as their racial preference.

In addition, several large universities refused to provide us with names (evasively, we believe) because (1) to supply such information is "illegal," (2) it is too expensive to "check the files," (3) the impropriety of giving out names based on race without the permission of the individuals; and (4) "the whole thing is a sloppy approach to a problem." Our repeated requests to the Office of Education were ignored. Therefore we contacted prominent black scholars and organizations in order to obtain the names of blacks at schools which refused to cooperate in the survey.

Another unexpected problem was establishing criteria for determining faculty status, since schools differ in their definitions of "faculty" – some in order to inflate the number of blacks on their staff. Several included part-time instructors, house mothers, guidance counselors and members of the school's custodial staff. We didn't include these blacks on our list.

An earlier survey by A. Gilbert Belles (1965) indicates that our sample of 699 black faculty members in more than 184 non-Southern, white colleges represents as much as seventy-five to ninety percent of the target population. A comparison group of 699 whites from three hundred college bulletins was also selected and matched according to academic field, size, location and type (public or private) of institution. Because twenty-eight percent of the black faculty are women, compared to eighteen percent of the white sample, an attempt to match the two groups according to gender was unsuccessful.

Our questionnaire was mailed to the two groups in 1969. Seventy-nine percent of the blacks replied, in contrast to sixty-three percent of the whites. The Middle Atlantic states, where the largest number of Northern blacks live, contain the largest number of schools reporting one or more blacks on their faculty. Totally they reported 292 black faculty members. Blacks were rarely employed in the Mountain states.

Seventy percent of the white comparison group in our survey hold the doctorate, compared to forty percent of the blacks. Blacks without the doctorate are both teachers and administrators.

Generally black men are more likely to hold the doctorate than black women in the sample, and the same is true for whites. Black doctorates are primarily employed by high quality *public* colleges and universities, while white doctorates are especially likely to be in high quality *private* schools.

While blacks and whites employed by high quality schools generally hold the doctorate, low quality schools apply different standards to whites and blacks. Of the blacks at these schools, forty-two percent hold doctorates, compared to sixty-eight percent of the whites. Tenured faculty, black or white, generally hold doctorates. Among untenured faculty, however, blacks are less likely (forty-three percent) to have a doctorate than whites (fifty-eight percent). This suggests that it is somewhat easier for blacks with limited credentials to obtain jobs at private high quality schools than for whites, and a great deal easier at low quality schools. Blacks may have an employment advantage in lower quality schools, but they are less likely than whites to be granted tenure at these schools.

Although the whites are "better" qualified than the blacks, the blacks are more likely to be at elite colleges and universities. Still, they remain in the lower ranks, more often than not, untenured even when in positions where tenure rules are applicable. Twenty-eight percent of the blacks hold ranks lower than assistant professor compared to eight percent of the white faculty members.

While the majority of blacks and whites are engaged primarily in

(Continued on page 65)

David M. Rafky, sociologist, is an assistant professor of education at Syracuse University, Syracuse, New York.

BEST COPY AVAILABLE

RESEARCH

(Continued from page 6)

teaching, many blacks are connected with programs for "disadvantaged" students as teachers, counselors or administrators. Although more blacks than whites counsel students, the blacks are not full time or professional counselors. Rather, they seem to advise students as an adjunct to their academic duties.

Younger blacks tend to be recruited by the large lower quality schools – especially those in the West and New England. Older blacks are in better schools than their white counterparts. This is true even though blacks at all age levels publish less than whites.

Although blacks have been taking increased advantage of higher education in recent years, (the number of blacks with five years of college or more increased from 3,500 to 14,000 between 1947 and 1969) the proportion of black doctorate holders from 1964 to 1968 has remained stable at less than one percent of the total doctorates awarded in that period. Between 1947 and 1969 the number of black doctorates increased from less than 381 to 2,280, which matches the sevenfold increase in black faculty at white schools during that period.

The ratio of black faculty to black doctorates has remained constant but the predominantly white colleges are not absorbing many blacks with higher degrees. Thus the barrier to their employment posed by the lack of blacks with higher degrees may be lowered by increasing their employment opportunities in higher education.

Another major barrier to the employment of blacks in white academia is the attractiveness of other professions in government, industry, foundations and black colleges and universities. The pressure on black schools to recruit black faculty, coupled with the shortage of qualified blacks available for academic positions, may be inflating salaries in some black schools.

Ninety percent of the black faculty believe that some institutions of higher education outside the South exclude black faculty. More than one quarter believe that blacks must be more qualified than whites to be hired or granted tenure at their school. In other words, they feel themselves to be better qualified than their white colleagues.

It may be argued that the new black recruit into the academic profession is cynical and does not have detailed knowledge about hiring and tenure granting procedures at his school. His older black colleagues, more familiar with administrative procedures, should have more accurate perceptions of the discriminatory practices. In fact, the older blacks are more likely than their younger black colleagues to accuse their employers of exclusionary practices. Only eighteen percent of the blacks under thirty believe that their school discriminates in employment compared to more than forty percent of those over thirty. This contradicts the notion that blacks who have "made it" in the white world tend to deny the existence or underestimate the importance of racial discrimination.

Few of the blacks or whites in this survey experienced difficulty in finding their present positions. Of those who reported difficulty, almost one half cited general job market conditions as the reason. Thirty percent of the blacks who had difficulty, however, believe that racial discrimination was responsible. This percentage may not represent the proportion of blacks who feel this way since some of the responses classified as "other" have racial connotations. For example, one black stated that his difficulties were due to "lack of housing for blacks in communities in which some colleges and universities are located." Another believed his problems stemmed from his "left-wing political background which might be tolerated for a white professor but not for a black." In addition, several blacks who had little or no difficulty in obtaining positions indicated that race was a positive factor in their employment. One candidly reports that he was "recruited as a result of the search for a black faculty member."

Of 554 black faculty members, eight percent stated that difficulty in finding their present job was caused by racial discrimination. This proportion is relatively low compared to their widespread agreement that discrimination is practiced in higher education in general and in their own schools in particular. Only four percent of the younger blacks reported discrimination in finding a job, compared to more than ten percent of their black colleagues over thirty. Apparently young black doctorates entering the academic profession are not likely to encounter difficulties in finding a job because of racial discrimination; older faculty, regardless of highest degree and other qualifications more often report racial discrimination.

There are three major unintentionally erected barriers which discourage blacks from entering predominantly white faculties. One of the most subtle barriers involves the "feeder" process whereby professors and department heads recommend graduate students to schools with faculty vacancies. Edward Harris, a sociologist at Indiana University, describes in a 1967 survey instances in which blacks completing their graduate work in white Midwestern schools were discouraged by their academic sponsors from seeking positions in white schools with vacancies:

> A black degree candidate learned from one of his professors that an opening existed on the faculty of a predominantly white southern college. The student examined the open file of job requests maintained by the department chairman and noticed the letter soliciting applicants for the vacancy in question. After making known his interest in the job to the department chairman he was invited to look through the open file. The letter from the school in question was conspicuously missing.

In 1961 James Moss and Norman Mercer sent questionnaires to the president or dean of 179 colleges and universities in New York State inquiring about racial hiring practices. Of the eighty-two administrators who responded, sixty-seven reported some responsibility for setting employment policy. Moss and Mercer describe the theme underlying the majority of their replies:

> The benignly liberal attitude of the majority of college administrators and department chairmen who view "ethnic detachment" as a virtue in recruiting, rather than as a possible "screen" inhibiting the steady growth of culturally inclusive faculties.

BEST COPY AVAILABLE

This attitude was expressed in the Rafky, Belles (1968) and Moss and Mercer (1961) studies as (1) irritation at receiving a request for information on the racial mix of their school, and, (2) stated policy of official indifference to cultural and racial background of the faculty, for example:

> I consider it a pointless question to a college which hires human beings rather than whites, non-whites, etc. (Dean)

The final barrier to the employment of blacks is irrationality within the academic marketplace, due to the limited access to information and inadequate feedback processes blacks have in finding their first jobs. However, blacks and whites do differ in the methods they used to obtain their most recent academic jobs. Blacks, more often than whites, were invited to accept their present jobs. Two blacks report that not only were they asked to accept their present positions, but the positions were created at their request. Several blacks report that they were offered positions in response to student protest. Most, however, do not believe that they were hired as a result of student demands. Several were contacted by department chairmen or deans, but a few report offers by such people as the president of the university. All of these offers were unsolicited.

Almost equal proportions of whites and blacks were invited to accept their first academic posts. Of the blacks who entered the profession more than twenty years ago, nineteen percent were invited to accept their first position, compared to only eleven percent of the whites hired at the same time. That is, a generation ago, younger blacks were being invited into the academic profession. Today, however, the situation is reversed. Forty-one percent of the whites under thirty were invited to accept their present position, compared to only six percent of the young blacks. Young blacks entering the profession no longer receive invitations, but solicit jobs for themselves by sending mass letters or using personal contacts.

We are forced to conclude that blacks generally are not put at a disadvantage by the current methods used to obtain knowledge about positions. In fact, they (especially older blacks) seem to be sought out more than white faculty. But this tends to put at a disadvantage blacks who are not "visible," who do not participate in the academic grapevine.

As one might expect, tenured faculty of both races hold posts by invitation more often than untenured faculty. Blacks at private institutions, especially high quality schools, tend to be there by invitation regardless of tenure. For the whites, on the other hand, those in high quality public institutions who have tenure are most often there by invitation. The high quality private schools seem to be doing heavy recruiting of black scholars. Forty-four percent of blacks without the doctorate, who attended high quality graduate schools and have no publications, were invited to accept their present positions. This is not surprising since people with master's degrees and limited credentials have trouble getting jobs in any way other than "friends in high places." Without friends, they continue graduate work. Blacks with the doctorate from high quality schools who have published report jobs by invitation almost four times as often as whites with the same excellent credentials. Blacks with the doctorate from lower quality schools who have published report being invited to accept their present position no more often than whites with the same qualifications. However, if blacks hold only the master's degree earned at a lower quality school, they are more often working by invitation than whites with similar credentials, regardless of publications. These are primarily blacks who are counseling in and directing programs for disadvantaged students.

We pursued the matter of job invitation by asking, "How many unsolicited job offers have you had in the past year?" On the average, whites report 1.5 offers compared to 3.1 for the blacks for the academic year 1968-69. This is, therefore, a period of reverse discrimination in which blacks already in the academic profession are sought out by predominantly white colleges and universities. In addition, more than sixty schools requested our roster of black faculty. One black associate professor of history at a large state university told us that he was offered nine positions within the past year. He said that he would not accept any of them because the offers were not merited by his scholarly work. As soon as he finishes a book he is researching, he will accept a position at an Ivy League school. Until then, he describes his attitude as: "Either I publish or you [white schools] perish!"

Blacks under thirty are not as sought after as blacks in general, and they are less willing to move than their older black colleagues. We found that the best qualified blacks (doctorates from high quality schools) are the most willing to move. The least qualified blacks (bachelor's degrees from low quality schools) report the fewest job offers and are least willing to move. Blacks with limited credentials who have good jobs are particularly likely to "stick with a good deal" and not risk looking for or accepting another position.

For those seeking new jobs, the highest degree and quality of graduate school have little effect on job offers. This suggests that contemporary career status is more important than earned qualifications; that is, "where you are now" and "what you have done lately" may be more important than "where you have been."

Therefore, a black with limited credentials who obtains a position at an elite college is more sought after than a black with better credentials who teaches at a lower quality school. This explains why blacks with only the master's degree who teach at elite schools because of "connections" are especially popular. Recruiters should note that tenured blacks at the lower quality public institutions are very willing to move, but they have the fewest offers.

The problem of "discrimination" in the academic marketplace is evidently more complex than appeared at the outset. Clearly some schools discriminate and others do not, but we do not believe that discrimination exists only in the system. Some barriers hinder entrance into the academic profession, while others make it difficult for blacks already in the academic profession to obtain jobs at some schools. This is a moot point, however, and we are sure that we have raised more questions than we have answered. ■

TAB E

TABLE 4.—DISTRIBUTION OF ACTIVE PHYSICIANS BY MAJOR PROFESSIONAL CATEGORIES—1967

	Black Physicians		U.S. Physicians	
	Number	Per Cent	Number	Per Cent
Total Active	4,710	100	294,072	100
Patient Care	3,427	73	190,079	65
Other Practice	836	18	57,137	19
Training Programs	447	9	46,856	16

TABLE 5.—NUMBER AND PERCENTAGE OF BLACK SPECIALISTS OF CERTAIN CATEGORIES

	U.S. Physicians 1967	Black Physicians 1967	Per cent
Internal Medicine	42,325	540	1
General Surgery	29,687	479	2
Psychiatry	19,749	275	1
Obstetrics and Gynecology	17,964	425	1
Pediatrics	17,614	280	2
Radiology	10,877	109	1

TABLE 6.—NATIONAL MEDICAL ASSOCIATION MEMBERSHIP BY SPECIALTY AND SPECIALTY BOARD CERTIFICATION—1967

	Total NMA Members (100.0%)	Board Certified*	Per Cent Board Certified	Not Board Certified
Total Physicians	4,805	1,074	22.4	3,731
Allergy	4	0	0.0	4
Anesthesiology	79	27	34.2	52
Aerospace (Aviation) Medicine	9	0	0.0	9
Cardiovascular Diseases	14	3	21.4	11
Child Psychiatry	25	8	32.0	17
Colon and Rectal Surgery	1	1	100.0	0
Diagnostic Roentgenology	1	1	100.0	0
Dermatology	49	22	44.9	27
Gastroenterology	8	2	25.0	6
General Practice	1,867	16	0.9	1,851
General Preventive Medicine	10	6	60.0	4
General Surgery	479	206	43.0	273
Internal Medicine	540	110	20.4	430
Neurological Surgery	15	3	20.0	12
Neurology	22	5	22.7	17
Obstetrics and Gynecology	425	152	35.8	273
Occupational Medicine	10	3	30.0	7
Ophthalmology	78	38	48.7	40
Orthopedic Surgery	65	16	24.6	49
Otolaryngology	33	10	30.3	23
Pathology	56	31	55.4	25
Pediatrics	280	143	51.1	137
Pediatric Allergy	1	0	0.0	1
Pediatric Cardiology	2	2	100.0	0
Physician Medicine and Rehabilitation	22	7	31.8	15
Plastic Surgery	6	3	50.0	3
Psychiatry	275	81	29.5	194
Public Health	19	7	36.8	12
Pulmonary Disease	8	0	0.0	8
Radiology	109	74	67.9	35
Thoracic Surgery	14	12	85.7	2
Urology	78	40	51.3	38
Not Recognized (1)	65	34	52.3	31
Unspecified	136	11	8.1	125

(1) Includes 55 Administrative Medicine.

BEST COPY AVAILABLE

BEST COPY AVAILABLE

DISTRIBUTION OF BLACK PHYSICIANS IN THE UNITED STATES

Alabama	40
Arkansas	17
Arizona	4
California	396
Connecticut	14
Colorado	9
Delaware	7
District of Columbia	222
Florida	47
Georgia	64
Illinois	125
Indiana	55
Iowa	6
Kansas	15
Kentucky	14
Louisiana	33
Maryland	89
Massachusetts	18
Michigan	186
Minnesota	8
Mississippi	28
Missouri	74
Nebraska	6
Nevada	2
New Hampshire	1
New Jersey	97
New York	203
North Carolina	85
Ohio	118
Oklahoma	18
Oregon	4
Pennsylvania	108
Rhode Island	1
South Carolina	20
Tennessee	91
Texas	84
Vermont	1
Virginia	80
West Virginia	8
Washington	8
Wisconsin	15

TAB F

SPANISH SURNAMED AMERICAN COLLEGE GRADUATES

1970

BEST COPY AVAILABLE

TOTAL GRADUATES

GRADUATING																TOTAL
GRAND TOTAL	28	607	540	333	150	16	89	308	29	162	152	16	31	801	40	3302

Compiled By

The Cabinet Committee On Opportunity for the Spanish Speaking
Suite 712, 1800 G St., N.W., Washington, D.C. 20506

TAB G

BEST COPY AVAILABLE

PROPORTION OF DOCTORATES EARNED BY WOMEN, BY AREA AND FIELD, 1960-1969

Data source: U.S. Department of Health, Education and Welfare. *Earned Degrees Conferred: Bachelor's and Higher Degrees.* A publication of the Bureau of Educational Research and Development and the National Center for Educational Statistics. Washington, D.C.: U.S. Government Printing Office. (All public and private colleges and universities in the United States known to confer doctoral degrees are included in the survey. Professional doctoral degrees, such as M.D., however, are not listed.) The consecutive bulletins from which these original data were obtained are located in the Wilson Library Documents Division.

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Agriculture, Total	4462	79	1.77
Agriculture, General	115	1	.87
Agronomy, Field Crops	966	5	.52
Animal Science	872	21	2.41
Dairy Science	262	4	1.53
Farm Management	13	0	.00
Fish, Game or Wildlife Management (1961-1969)[1]	209	2	.96
Food Science	385	16	4.16
Horticulture	539	11	2.40
Ornamental Horticulture	14	0	.00
Poultry Science	211	7	3.32
Soil Science	568	2	.35
Agriculture, All other fields	308	10	3.25
Architecture	50	4	8.00
Biological Sciences, Total	17,708	2448	13.82
Premedical, Predental and Preveterinary Sciences	25	2	8.00
Biology, General	1949	395	20.27
Botany, General	1653	186	11.25
Zoology, General	2262	318	14.06
Anatomy and Histology	633	116	18.33
Bacteriology, etc.[2]	2096	355	16.94
Biochemistry	2695	471	17.48
Biophysics	429	32	7.46
Cytology	30	9	30.00
Ecology (1961-1969 only)	37	2	5.41
Embryology	45	11	24.44
Entomology	1097	46	4.19
Genetics	672	61	9.08
Molecular Biology (1968-1969 only)[3]	32	6	18.75
Nutrition (1961-1969 only)	156	45	28.85
Pathology	271	15	5.54
Pharmacology	783	87	11.11
Physiology	1145	168	14.67
Plant Pathology	692	19	2.75
Plant Physiology	203	12	5.91
Biological Sciences, All other fields	803	92	11.46
Business and Commerce, Total	3046	86	2.82
Business and Commerce, General	1372	33	2.41
Accounting	268	18	6.72
Finance, Banking (1967-1969 only)[4]	53	1	1.89
Marketing (1967-1969 only)[5]	66	1	1.52
Real Estate, Insurance (1967-1969 only)[6]	2	0	.00
Transportation (1967-1969 only)	7	0	.00
Business and Commerce, All other fields	1278	33	2.58
City Planning (1966-1969 only)[7]	44	2	4.55
Computer Science and Systems Analysis, Total (1964-1969 only)[8]	158	4	2.53
Computer Science	99	3	3.03
Systems Analysis	22	1	4.55
Computer Science and Systems Analysis, All other fields	37	0	.00
Education, Total	26,369	5230	19.83
Physical Education	1143	313	27.38
Health Education	88	26	29.55
Recreation	30	4	13.33
Education of the Mentally Retarded	118	36	30.51
Education of the Deaf (1964-1969 only) (1964-1969 only)[9]	6	4	66.67
Speech and Hearing Impaired	339	67	19.76
Education of the Visually Handicapped (1964-1969 only)[10]	3	1	33.33
Education of the Emotionally Disturbed (1965-1969 only)[11]	24	6	25.00
Administration of Special Education (1963-1969 only)[12]	14	4	28.57
Education of Other Exceptional Children[13]	391	126	32.23
Agricultural Education	228	2	.88
Art Education	194	52	26.80
Business or Commercial Education	300	89	29.67
Distributive Education, Retail Selling	28	6	21.43
Home Economics Education	124	123	99.19
Industrial Arts Education, Nonvocational	224	1	.45
Music Education	548	75	13.69
Trade or Industrial Education, Vocational	181	8	4.42
Specialized Teaching Fields, All other	756	261	34.52
Nursery or Kindergarten Education	14	12	85.71
Early Childhood Education	22	20	90.91
Elementary Education	1199	459	38.28
Secondary Education	966	154	15.94
Combined Elementary and Secondary Education	21	4	19.05
Adult Education	303	46	15.18
General Teaching Fields, All other	445	97	21.80
Education Administration, Supervision Finance[14]	7242	931	12.86
Counseling and Guidance	2357	488	20.70
Rehabilitation and Counselor Training (1964-1969 only)	80	14	17.50
History of Education, etc. (1964-1969 only)[15]	488	99	20.29
Education, General	6286	1183	18.82
Educational, Psychology (1964-1969 only)	875	224	25.60
Physical Education, Nonteaching (1964-1969 only)	36	9	25.00
Education, All other fields[16]	1296	286	22.07
Engineering, Total[17]	18,572	82	.44
English and Journalism, Total	6471	1541	23.81
English and Literature	6322	1523	24.09
Journalism	149	18	12.08
Fine Arts and Applied Arts, Total	4035	678	16.80
Art General	99	18	18.18
Music, Sacred Music	1473	199	13.51
Speech and Dramatic Arts	1978	314	15.87
Fine and Applied Arts, All other fields	485	147	30.31
Folklore (1965-1969 only)	29	8	27.59

BEST COPY AVAILABLE

	Total Number of Doctorates Earned 1960-1969	Total Number of Doctorates Earned by Women 1960-1969	Percentage of Doctorates Earned by Women 1960-1969
Foreign Languages and Literature, Total	4158	1186	28.52
Linguistics	551	133	24.14
Latin, Classical Greek	506	128	25.30
French	768	311	40.49
Italian	47	17	36.17
Portuguese	14	3	21.43
Spanish	668	217	32.49
Philology and Literature of Romance Languages	380	93	24.47
German	678	171	25.22
Other German Languages	27	5	18.52
Philology and Literature of Germanic Languages	52	9	17.31
Arabic	5	1	20.00
Chinese	14	2	14.29
Hebrew	23	1	4.35
Hindi, Urdu (1961-1969 only)	2	0	0.00
Japanese	12	2	16.67
Russian	116	28	24.14
Other Slavic Languages	68	20	29.41
Foreign Language and Literature, All other fields	227	45	19.82
Forestry	558	1	.18
Geography	663	37	5.58
Health Professions, Total	1831	168	9.18
Hospital Administration	20	1	.50
Medical Technology	2	0	.00
Nursing, Public Health Nursing	18	17	94.44
Optometry	16	1	6.25
Pharmacy	563	24	4.26
Physical Therapy, Physiotherapy	1	0	.00
Public Health	418	62	14.83
Radiologic Technology	3	0	.00
Clinical Dental Services	24	4	16.77
Clinical Medical Services	302	31	10.26
Clinical Veterinary Services	250	4	1.60
Health Professions, All other fields	214	24	11.21
Home Economics, Total	514	392	76.26
Home Economics, General	104	101	97.12
Child Development, Family Relations	174	87	50.00
Clothing and Textiles	53	52	98.11
Foods and Nutrition	134	103	80.60
Institution Management or Administration	6	6	100.00
Home Economics, All other fields	43	38	88.37
Law	268	12	4.48
Library Science	140	38	27.14
Mathematical Sciences, Total	6166	401	6.50
Mathematics	5538	348	6.46
Statistics	781	53	6.79
Philosophy, Total	1701	188	11.05
Philosophy	1520	155	10.20
Scholastic Philosophy	181	33	18.23
Physical Sciences, Total	25,736	1179	4.58
Physical Sciences, General	93	3	3.23
Astronomy	421	29	6.89
Chemistry	12,963	894	6.82
Metallurgy	213	0	.00
Meterology	245	2	.82
Pharmaceutical Chemistry (1961-1969 only)	289	13	.50
Physics	8415	168	2.00
Geology	2143	53	2.47
Geophysics	203	3	1.48
Oceanography	222	4	1.80
Earth Sciences, All other fields [18]	170	2	1.18
Physical Science, All other fields	359	18	5.01
Psychology, Total	9135	1845	20.20
General Psychology	7071	1365	19.30
Clinical Psychology (1961-1969 only)	651	163	25.04
Counseling and Guidance	138	33	23.91
Social Psychology (1961-1969 only)	309	68	22.01
Rehabilitation Counselor Training (1964-1969 only)	36	8	22.22
Educational Psychology (1964-1969 only)	137	37	27.01
Psychology, All other fields (1964-1969 only)	793	171	21.56
Religion, Total	2825	141	4.99
Religious Education, Bible	368	49	13.32
Theology	1417	49	3.46
Religion, Liberal Arts Curriculum	860	39	4.54
Religion, All other fields	180	4	2.22
Social Sciences, Total	18,662	2072	11.10
Social Sciences, General	261	27	10.34
American Studies, Civilization, Culture	257	41	15.95
Anthropology	942	202	21.44
Area or Regional Studies	384	46	11.98
Economics	3898	219	5.62
History	4943	579	11.71
International Relations	425	33	7.76
Political Science or Government	2876	253	8.80
Sociology	2361	403	17.07
Agricultural Economics	1165	12	1.03
Foreign Service Programs	11	1	9.09
Industrial Relations	96	4	4.17
Public Administration	283	23	8.13
Social Work, Social Administration	480	174	36.25
Social Science, All other fields	280	55	19.64
Trade or Industrial Training	84	0	.00
Broad General Curriculums and Miscellaneous Total	726	107	14.74
Arts, General Programs	39	9	23.08
Sciences, General Programs	84	9	10.71
Arts and Sciences, General Programs	40	5	12.50
Teaching of English as a Foreign Language	27	10	37.04
All Other Fields of Study [19]	536	74	13.81
Total All Fields (areas) reported:	154,111	17,929	11.63

1. Where information was available from 1961-1969 (this field was not given as a separate category in 1960-1961), proportions were computed based on information available. If the field was not listed as a separate category for more years than 1960-1961, the information was included in the residual category. Exceptions are noted.
2. Includes Bacteriology, Virology, Mycology, Parasitology and Microbiology.
3. The status of this field prior to 1969, when it was considered separately, is not clear.
4, 5, and 6. As in 3, the same observation applies.
7 and 8. These entire fields are new.
9, 10, 11, and 12. Subsumed under other categories in earlier years.
13. Includes Special Learning Disability, Education of the Crippled, Education of the Multiple Handicapped.
14. Includes Curriculum Instruction as well. These fields were separated for all but year 1963-1964, so it was necessary to combine them.
15. Includes History, Philosophy and Theory of Education.
16. Includes the recently listed field of Education Specialist.
17. A breakdown on Engineering was omitted from *Earned Degrees Conferred: Bachelor's and Higher Degrees* for the four academic years 1960 through 1964. Other sources investigated provided breakdown by field but not by sex.
18. Includes recent field, "Earth Sciences, General."
19. Includes recent field "Interarea Fields of Study."

TAB H

Juris Doctor

Magazine for the New Lawyer Volume 2 Number 6

March 1972

Five-Year Increase in Number of Women at Accredited Law Schools			
Law School Year	No. Women Law Students	Total No. Law Students	Percentage of Women
1971-72	8,914	94,468	9.4%
1970-71	6,930	82,041	8.4%
1969-70	4,715	68,386	6.9%
1968-69	3,704	62,779	5.9%
1967-68	2,906	64,406	4.6%

TAB 1

LIST OF WOMEN'S CAUCUSES AND COMMITTEES

IN PROFESSIONAL ASSOCIATIONS

Source: The Project on the Status & Education of Women, Association of American Colleges, 1818 R St. N.W. 20009

ADULT EDUCATION ASSOCIATION (AEA)
Commission on the Status of Women in Adult Education
Chairperson: Dr. Beverly Cassara
10421 Courthouse Drive
Fairfax, VA 22030

AMERICAN ACADEMY OF RELIGION
TF on the Status of Women - The Academic Study of Religion
Chairperson: Elizabeth Schussler Fiorenza
1223 N. Lawrence St.
South Bend, IN 46617

AMERICAN ANTHROPOLOGICAL ASSOCIATION (AAA)
Committee on the Status of Women in Anthropology
Chairperson: Prof. Shirley Gorenstein
Dept. of Anthropology
Columbia University, New York, NY 10027

AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE
Women's Caucus of the A.A.A.S.
Chairperson: Ms.Virginia Walbot
Dept. of Biochemistry
University of Georgia, Athens,GA. 30601

AMERICAN ASSOCIATION OF IMMUNOLOGISTS (AAI)
Committee on the Status of Women
Chairperson: Dr. Helene C. Rauch
Dept. of Medical Microbiology
Stanford University School of Medicine
Stanford, CA 94305

AMERICAN ASSOCIATION FOR HEALTH & PHYSICAL EDUCATION
Committee on Women
Chairperson: Professor Ione G. Shadduck
Drake University
Des Moines, Iowa 50311

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)
Committee on the Status of Women in the Profession
Chairperson: Dr. Alice S. Rossi
Dept. of Sociology
Goucher College, Towson, MD 21204
AAUP Contact: Ms. Margaret Rumbarger
Associate Secretary, AAUP
One Dupont Circle, Washington, D.C. 20036

AMERICAN BAR ASSOCIATION
Women's Rights Unit
State-by-State Roster of Women Lawyers, being compiled by:
Dr. Lee Ellen Ford
336 Hickory St.
Butler, Indiana 46721

AMERICAN CHEMICAL SOCIETY (ACS)
Women Chemists Committee
Chairperson: Ms. Helen M. Free
Ames Co., Miles Labs., Inc.
Elkhart, IN 46514

AMERICAN COLLEGE PERSONNEL ASSOCIATION (ACPA)
Women's Task Force
Chairperson: Dr. Jane E. McCormick
Asst. to Vice-President of Student Affairs
Penn State U.
University Park, Pennsylvania 16802

AMERICAN ECONOMICS ASSOCIATION
Committee on the Status of Women in the Economics Profession
Chairperson: Carolyn Shaw Bell
Wellesley College
Wellesley, Mass. 02181

AMERICAN FEDERATION OF TEACHERS
Women's Rights Committee
Chairperson: Marjorie Stern
1012 14th Street
Washington, D.C. 20005

AMERICAN HISTORICAL ASSOCIATION (AHA)
a. Committee on Women Historians
Chairperson: Dr. Linda Kerber
University of Iowa
Iowa City, Iowa 52240
(Staff Liaison:
Dr. Charlotte Quinn*
400 A St. S.E.
Washington, D.C. 20003
b. Coordinating Committee on Women in the Historical Profession (CCWHP)
Chairperson: Dr. Sandi Cooper
Richmond College
CUNY Staten Island, NY 10301
*Roster of Women Historians available for $5.00 (contribution) from:
Dr. Charlotte Quinn

AMERICAN LIBRARY ASSOCIATION (ALA)
Social Responsibilities Round Table (SSRT)
Task Force on the Status of Women
Chairperson: Ms. Michelle Rudy
1403 LeGore Lane
Manhattan, KS 66502
Roster of Women Librarians is being compiled by:
Margaret Myers
Graduate School of Library Service
Rutgers University
New Brunswick, NJ 08903

AMERICAN MATHEMATICAL SOCIETY (AMS)
ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM) (independent group)
Chairperson: Prof. Mary Gray, Dept. of Mathematics
The American University
Washington, D.C. 20016

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
Women's Caucus
Correspondents: Dr. Lynn E. Haun
California State University
Sacramento, Calif. 95819

Dr. Beatrice O. Pressley
California State University
Hayward, Calif. 94542

AMERICAN PHILOSOPHICAL ASSOCIATION (APA)
a. Subcommittee on Status of Women in the Profession
Chairperson: Prof. Mary Motherskill
Dept. of Philosophy
Barnard College, New York, NY 10027
b. Society for Women in Philosophy (Independent group)
Chairperson: Hannah Hargrave
Dept. of Philosophy
Western Illinois University
Macomb, Illinois 61455

AMERICAN PHYSICAL SOCIETY
Committee on Women in Physics
Chairperson: Dr. Elizabeth Barangar
Physics Dept., MIT
Cambridge, MA 02139
Roster of Women Physicists available for $5.00 from:
American Institute of Physics Placement Service
335 West 45th St.
New York, NY 10017

AMERICAN POLITICAL SCIENCE ASSOCIATION (APSA)
a. Committee on the Status of Women in the Profession
Chairperson: Dr. Ruth Silva
Pennsylvania State University
University Park, PA 16802
b. Women's Caucus for Political Science (WCPS)
Chairperson: Dr. Marie Rosenberg
School of Business, University of Wisconsin
Eau Claire, Wisconsin 54701

AMERICAN PSYCHOLOGICAL ASSOCIATION (APA)
a. Task Force on the Status of Women in Psychology
Chairperson: Dr. Helen Astin, Director of Research
University Research Corp.
4301 Connecticut Ave., N.W.
Washington, D.C. 20008
(Staff Liaison: Dr. Tena Cummings*
APA, 1200 17th St. N.W.
Washington, D.C. 20036
b. Association for Women in Psychology (AWP) is an independent group, initially a caucus within APA)
Editor: Dr. Leigh Marlowe
Manhattan Community College
180 West End Ave., New York, NY 10023
Public Relations: Dr. Jo-Ann Evans Gardner
726 St. James St.
Pittsburgh, PA 15232
*Roster of Women Psychologists available from:
Dr. Tena Cummings

AMERICAN PUBLIC HEALTH ASSOCIATION
Women's Caucus
Chairperson: Ana O. Dumois
Community Health Institute
225 Park Ave. So.
New York, NY 10003

AMERICAN SOCIETY OF BIOLOGICAL CHEMISTS
Subcommittee on the Status of Women
Chairperson: Dr. Loretta Leive
Bldg. 4, Room 111
National Institutes of Health
Bethesda, MD 20014

AMERICAN SOCIETY FOR MICROBIOLOGY
Committee on the Status of Women Microbiologists
Chairperson: Dr. Mary Louise Robbins
Medical School, 1339 H St. N.W.
The George Washington University
Washington, D.C. 20005

AMERICAN SOCIETY FOR PUBLIC ADMINISTRATION
Task Force on Women in Public Administration
Chairperson: Mrs. Joan Fiss Bishop
Director of Career Services
Wellesley College, Wellesley, MA 02181

AMERICAN SOCIOLOGICAL ASSOCIATION (ASA)
a. Ad Hoc Committee on the Status of Women in Sociology
Chairperson: Dr. Elise Boulding
Behavioral Science Institute
U. of Colorado, Boulder, CO 80302

b. Sociologists for Women in Society (SWS) (independent group formerly caucus)
Chairperson: Dr. Alice Rossi
Dept. of Sociology
Goucher College, Towson, MD 21204

AMERICAN SOCIETY OF TRAINING AND DEVELOPMENT (ASTD)
Women's Caucus, ASTD
Steering Committee: Dr. Shirley McCune
Center for Human Relations
NEA, 1601 16th St. N.W.
Washington, D.C. 20036

Ms. Althea Simmons, Dr. of Training
NAACP, 200 E 27th St.
New York, NY 10016

AMERICAN SPEECH AND HEARING ASSOCIATION (ASHA)
a. Subcommittee on the Status of Women
Chairperson: Mrs. Dorothy K. Marge
8011 Longbrook Rd.
Springfield, VA 22152
b. Caucus on Status of Women in ASHA (same as above)

AMERICAN STATISTICAL ASSOCIATION
Caucus for Women in Statistics
Chairperson: Dr. Jean D. Gibbons
College of Commerce and Business Administration
University of Alabama
University, Ala. 35486

ASSOCIATION OF AMERICAN GEOGRAPHERS
Committee on Women in Geography
Chairperson: Dr. Ann Larrimore
Department of Geography
University of Michigan
Ann Arbor, MI 48104

ASSOCIATION OF AMERICAN LAW SCHOOLS (AALS)
Committee on Equality of Opportunity for Women in the Legal Profession
Chairperson: Prof. Ruth B. Ginsburg
School of Law
Columbia University, 435 W. 116th St.
New York, NY 10027

ASSOCIATION OF ASIAN STUDIES
Committee on the Status of Women
Chairperson: Prof. Joyce K. Kallgren
Center for Chinese Studies
2168 Shattuck Ave.
Berkeley, CA 94705

ASSOCIATION OF WOMEN IN SCIENCE (independent group)
Co-Presidents: Dr. Judith G. Pool*
Stanford Medical School
Stanford University, Stanford, CA 94305

Dr. Neena B. Schwartz
Dept. of Psychiatry, College of Medicine
U. of Illinois at the Medical Center
P.O. Box 6998, Chicago, IL 60680

*Roster of Women Engineers, Scientists, Medical & Paramedical Specialists is available from: Dr. Judith G. Pool

BIOPHYSICAL SOCIETY
Professional Opportunities for Women of the Biophysical Society --
Caucus of Women Biophysicists
Chairperson: Dr. Rita Guttman
Dept. of Biology
Brooklyn College
Brooklyn, NY 11210

COLLEGE ART ASSOCIATION
a. Commission on the Status of Women in Art
Professor Linda Nochlin Pommer
Vassar College
Poughkeepsie, NY 12601

b. Women's Caucus
Co-Chairwomen: Prof. Ann Harris, Art Dept.
Hunter College, New York, NY 10021

Ms. Judy Patt
2429 Vallejo, San Francisco, Calif. 94132

GRADUATE WOMEN IN SCIENCE (Sigma Delta Epsilon)
President: Dr. Hazel Metz Fox
1231 N. 38th St.
Lincoln, NE 65503

LINGUISTIC SOCIETY OF AMERICA (LSA)
LSA Women's Caucus
Correspondents: Ms. Lynette Hirschman
Ms. Georgette Ioup
162 W. Hansberry
Philadelphia, PA 19144

MODERN LANGUAGE ASSOCIATION (MLA)
a. MLA Commission on the Status of Women in the Profession
Chairperson: Dr. Elaine Hedges
Towson State College
Baltimore, MD 21204
b. Women's Caucus of the MLA
President: Dr. Verna Wittrock
Dept. of English
Eastern Illinois U., Chalreston, IL 61920

NATIONAL COUNCIL ON FAMILY RELATIONS (NCFR)
Task Force on Women's Rights and Responsibilities
Chairperson: Dr. Rose Somerville
Sociology Dept.
San Diego State College
San Diego, CA 92115

NATIONAL COUNCIL OF TEACHERS OF ENGLISH (NCTE)
Women's Committee
Chairperson: Dr. Janet Emig
Department of English
Rutgers University
New Brunswick, NJ 08903

NATIONAL EDUCATION ASSOCIATION
Women's Caucus
Chairperson: Mrs. Helen Bain
NEA, 1201 16th St.
Washington, D.C. 20036

NATIONAL VOCATIONAL GUIDANCE ASSOCIATION (NVGA)
NVGA Commission on the Occupational Status of Women
Chairperson: Mrs. Thelma C. Lennon, Director
Pupil Personnel Services, Dept. of Public Instruction
Raleigh, NC 27602

PHILOSOPHY OF EDUCATION SOCIETY
a. Women's Caucus
Chairperson: Dr. Elizabeth Steiner Maccia
Dept. of History & Philosophy of Education
Indiana University, Bloomington, IN 47401
b. Committee on the Status of Women (same as above)

POPULATION ASSOCIATION OF AMERICA
Women's Caucus
Chairperson: Prof. Ruth B. Dixon
Dept. of Sociology
University of California, Davis
Davis, CA 95616

PROFESSIONAL WOMEN'S CAUCUS (PWC)
P.O. Box 1057, Radio City Station
New York, NY 10019
Pres.: Margaret Anderson
Rockland City Guidance Center for Women
Palisades, NY

SOCIETY FOR CELL BIOLOGY
Women in Cell Biology
Chairperson: Ms. Virginia Walbot
Dept. of Biochemistry
Univ. of Georgia, Athens GA. 30601

SOCIETY FOR WOMEN ENGINEERS (independent group)
Executive Secretary: Winifred D. White
345 East 47th Street
New York, NY 10017

THETA SIGMA PHI
National Society for Journalism/Communications
President: Mrs. Fran Harris
WWJ Stations
Detroit, MI 48231

UNITED PRESBYTERIAN CHURCH IN THE USA
Task Force on Women
Co-Chairpersons: Patricia Doyle and Elaine Homrighouse
Board of Christian Education
United Presbyterian Church, Witherspoon Bldg.
Philadelphia, PA 19107

WOMEN THEOLOGIANS
Roster of Women Theologians is available from:
Elizabeth Dempster, Interim Director
Boston Theological Institute
Women's Placement Service
45 Francis Ave.
Cambridge, Mass. 02138

February 1973

TAB J

WOMEN ACADEMIC ADMINISTRATORS IN U.S. HIGHER EDUCATION, AUGUST 1972

		PUBLIC INSTITUTIONS		PRIVATE INSTITUTIONS		TOTAL		
		Lay	Religious	Lay	Religious	Lay	Religious	Total
PRESIDENTS and CHANCELLORS	Arts & Sciences	10	--	13	139	23	139	162
	Professional, Technical & Vocational*	--	--	5	1	5	1	6
ACADEMIC DEANS and ACADEMIC VICE-PRESIDENTS	Arts & Sciences	41	--	68	155	109	155	264
	Professional, Technical & Vocational*	127	--	16	27	143	27	170
ASSOCIATE and ASSISTANT ACADEMIC DEANS	Arts & Sciences	10	--	5	3	15	3	18
	Professional, Technical & Vocational*	3	--	--	--	3	--	3
FINANCIAL and/or ADMINISTRATIVE OFFICERS	Arts & Sciences	36	--	34	113	70	113	183
	Professional, Technical & Vocational*	8	--	26	3	34	3	37
TOTAL	Arts & Sciences	97	--	120	407	217	410	627
	Professional, Technical & Vocational*	138	--	47	31	185	31	216
	Total	237	--	167	438	402	441	843**

*Including health sciences, home economics, business and education
**Of this total, 80 have participated in the Institute for College and University Administrators

TAB K

BEST COPY AVAILABLE

how many women?

No one knows how many women are in the profession, are registered, or are even members of the AIA.

The best information on AIA membership comes from a tally of women members made by the AIA staff in 1969. The total was then 233; it is now estimated at 250 to 300. Total corporate membership in 1971 was 23,238.

Reliable statistics on the number of architects will soon be available in the Detailed Characteristics volumes of the 1970 census. Meanwhile rough estimates come from Elizabeth Duncan Koontz, Director of the Women's Bureau of the U.S. Department of Labor. "33,000 registered architects were employed in the U.S. as of late 1970, according to the Bureau of Labor Statistics, about 4% of them women. There were about 5,000 urban planners, about 20% of them women. The difference is not too surprising," says Ms. Koontz "since women often find fewer barriers to entrance into the relatively new and growing occupations not yet stereotyped as 'men's jobs.'"

In the 1969 *Handbook on Women Workers*, a compendium of facts published periodically by the Women's Bureau, the word "architecture" appears not once in the index or any tabulation. But women remain a small part of many professions, says the Bureau of Labor Statistics—1% of engineers, 3% of lawyers, 7% of physicians—despite growth in these professions.

Women generally earn about $3 for every $5 earned by a man, although this figure is as high as $3.33 for "professional/technical" workers (four million of the 30 million women employed). This differential doesn't necessarily mean that women are receiving unequal pay for equal work; it reflects the fact that women are more likely to be in low-echelon jobs. Actually, only 3% of all women in the private sector earn more than $10,000 a year, according to a White House staff member who is recruiting women into high-ranking government jobs. In fact, women's income relative to men's has deteriorated in most occupations in the last 15 years during a time when the number of employed women has hit a record high. Women, today, comprise two-fifths of the labor force.

How many women are studying architecture? David Clarke, Executive Secretary of the Association of Collegiate Schools of Architecture (ACSA) reports "a 7% increase in women last year (1971-72, over 1970-71), and this year it's even bigger." But while the *number* of women is increasing, the *relative* position is not improving. In 1971-72, for instance, the ACSA statistics for U.S. schools show 23,569 full-time students in architecture and 1,500 part-time students; the 1,500 women students were 5.9% of the total. In 1968-69, however, with 20,723 full-time students and 1,183 part-time, the 1,185 women were 5.4%.

Time, in its special issue on "The American Woman," March 20, 1972, made this single observation on the profession: "Women architects have fared even worse than painters. Only 6% of the students in architecture schools are women, and only 1% of the members of the American Institute of Architects. In art, of course, statistics are not so important as the quality of talent, but it is hard to believe that women are as untalented as the statistics imply."

Aptitude measurement is the specialty of the Johnson O'Connor Research Foundation and its Human Engineering Laboratory, which has tested 300,000 people over the past 50 years. Of 22 distinct aptitudes—finger dexterity, tonal memory, "graphoria," etc.—men and women are equal in 14, women excel in six, men in two. These two aptitudes are grip, or physical strength, and "structural visualization," or the ability to visualize things in three dimensions, an ability that "is most central to the technical scientific professions (engineering, architecture, surgery, mechanics, building)." However, "the exact figures are one woman in four, one man in two." A paper on "The Potential of Women" by the Human Engineering Laboratory [347 Beacon St., Boston, Mass., 02116] suggests that only cultural bias keeps these professions from even remotely approaching a 25% female population.

- 82 60

TAB L

BEST COPY AVAILABLE

Women on Journalism Faculties - 1971-72
United States Colleges and Universities
Academic Rank

Rank	Total	Men	Women	Women's percentage of total
Administrators: deans, directors, chairmen, etc.	* 177	177	0	0 %
Professor	377	370	7	1 3/4 %
Associate Professor	365	345	20	5 1/2 %
Assistant Professor	467	434	33	7 %
Lecturers	212	190	22	10 1/2 %
Instructor	266	229	37	13 3/4 %
Visiting lecturer or professor	19	16	3	15 3/4 %
Part-time Lecturer	114	106	8	7 1/2 %
Teaching Fellow	1	1	0	0 %
Extension Education	1	0	1	100 %
Others	114	104	10	8 3/4 %
TOTAL	2,113	1,972	141	
Minus administrators duplicated in other academic rank lists	159	159	0	
ACTUAL TOTAL	1,954	1,813	141	7 1/4 %

* at 170 schools

Schools with NO women on faculty	90	52 1/4 %
Schools with only one woman on faculty	48	28 3/4 %
Schools with two women on faculty	17	
Schools with three women on faculty	8	
Schools with four women on faculty	4	
Schools with five women on faculty	2	
Schools with nine women on faculty	1	
	170	

81% have none or only one woman on faculty

TAB M

BEST COPY AVAILABLE

Table 5.10a

Percentage of all physicians in various specialities who are women

Speciality	% Women	Speciality	% Women	Speciality	% Women
Medical (total)	9.0	Surgical (total)	2.4	Other (total)	8.9
Allergy	6.6	General surgery	1.0	Anesthesiology	14.0
Cardiovascular	2.8	Obstetrics Gynecology	6.9	Neurology	6.9
Dermatology	7.0	Ophthalmology	3.2	Occupat'l Med.	3.1
Gastroenterology	2.3	Orthopedic	0.5	Pathology	11.6
Internal Medicine	5.4	Otolaryngology	1.0	Psychiatry	12.5
Pediatrics	20.3	Plastic	2.7	Physical Med.	15.2
Pulmonary	8.0	Other surgery	0.4	Preventive Med.	12.1
General Practice	4.2			Public Health	18.5
				Radiology	4.8
				Other	7.4

Table 5.10b

Percentage of all physicians in various professional activities who are women

Speciality	All	Office based practice	Hospital based practice	Other activity
General practice	4.2	3.6	9.6	7.7
Medical Specialities	9.0	6.4	13.5	10.9
Surgical Specialities	2.4	2.0	3.4	3.8
Other Specialities	8.9	8.1	9.7	8.9
TOTAL	6.7	4.6	10.5	9.0

Goals for Women in Science
Women in Science and Engineering
Boston, Massachusetts
August 1972

TAB N

BEST COPY AVAILABLE

THE PROFILE OF MEDICAL PRACTICE
Center for Health Services Research
American Medical Association
1972 Edition, P. 104

TABLE 52 -- DISTRIBUTION OF PHYSICIANS AMONG SPECIALTY GROUPS[c] BY SEX, DECEMBER 31, 1971

Specialty Group	Number of Women Physicians in Group	Percent of Women Physicians in Group	Number of Men Physicians in Group	Percent of Men Physicians in Group
Total	22,563[d]	100.0	296,136[e]	100.0
General practice	2,462	10.9	53,896	18.2
Internal medicine	3,242	14.4	54,617	18.4
Surgery	855	3.8	69,154	23.4
Obstetrics/gynecology	1,421	6.3	18,349	6.2
Pediatrics	4,247	18.8	15,671	5.3
Psychiatry	3,209	14.2	21,241	7.2
Radiology	754	3.3	13,585	4.6
Anesthesiology	1,655	7.3	9,[illegible]2	3.3
Pathology	1,435	6.4	9,471	3.2
Other	3,283	14.6	30,250	10.2

c-Source: Special Tabulations from Physician Records, 1971. American Medical Association
d-Excludes 4,471 physicians (481 not classified, 3,539 inactive, and 451 address unknown).
e-Excludes 21,653 physicians (3,048 not classified, 15,849 inactive, and 2,756 address unknown).

TABLE 53 -- APPLICANTS AND ADMISSIONS TO MEDICAL SCHOOL BY SEX, SELECTED YEARS 1929-1930 THROUGH 1970-1971

First-Year Class	Men			Women			Women as Percentage of Total Accepted
	Number Applicants	Number Accepted	Percentage Accepted	Number Applicants	Number Accepted	Percentage Accepted	
1929-30	13,174	6,720	51.0	481	315	65.5	4.5
1939-40	11,168	5,890	52.7	632	321	50.8	5.2
1949-50	23,044	6,750	29.3	1,390	400	28.8	5.6
1959-60	13,926	7,968	57.2	1,026	544	53.0	6.4
1966-67	16,554	8,267	49.9	1,696	856	50.5	9.4
1967-68	16,773	8,718	51.9	1,951	984	50.4	10.1
1968-69	19,021	9,116	47.9	2,097	976	46.5	9.7
1969-70	22,176	9,536	43.0	2,289	1,011	44.2	9.6
1970-71	22,253	10,203	45.9	2,734	1,297	47.4	11.3

TABLE 54 -- PERCENTAGE OF WOMEN IN SELECTED PROFESSIONAL OCCUPATIONS,[1] 1970

Occupation	Women as Percentage of All Workers
Lawyers	3.5
College presidents, professors, instructors	19.0
Clergy	5.8
Doctors	6.8
Engineers	0.8
Dentists	2.1
Scientists	9.9
Biologists	28.0
Chemists	8.6
Mathematicians	26.4
Physicists	4.2
Nurses	97.0
Social workers	57.0
Librarians	85.0

1-Source: U.S. Bureau of the Census, Census of Population, 1960, Vol. I, table 202, pp. 528-33, In: Epstein C.F., Woman's Place (Berkeley: University of California Press, 1970), P. 7.

TAB O

Table 2. Demographic and Background Characteristics of American College Faculty, by Sex: 1969
(Percentage Distribution)

Item Description and Question Number	All Institutions			In Two-Year Colleges			In Four-Year Colleges			In Universities		
	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Age (87)												
Over 60 (born before 1909)	7.3	9.3	7.7	6.2	8.0	6.6	7.9	10.4	8.3	7.2	8.6	7.4
51-60 (born 1909-1918)	13.1	18.3	15.7	15.2	18.3	16.1	15.0	17.7	15.6	15.1	19.4	15.7
41-50 (born 1919-1928)	26.2	26.6	26.2	27.6	29.0	28.0	25.6	26.4	25.7	27.3	25.8	27.1
36-40 (born 1929-1933)	15.5	13.0	16.5	15.5	12.2	14.6	16.6	14.5	15.9	18.3	11.7	17.3
31-35 (born 1934-1938)	18.5	12.8	17.4	18.3	11.9	16.1	18.5	12.8	17.1	18.0	13.1	17.8
30 or less (born after 1938)	15.0	19.7	16.0	17.2	20.3	18.0	16.4	18.1	17.0	13.9	20.4	16.6
Race (89)												
White	98.0	94.7	96.3	99.1	96.7	98.4	94.2	91.4	93.5	97.7	97.3	97.6
Black	1.8	3.9	2.2	0.5	1.4	0.7	4.2	7.4	5.0	1.8	1.0	0.5
Oriental	1.3	1.1	1.3	0.2	1.4	0.5	1.2	0.9	1.2	1.6	1.0	1.6
Other	0.3	0.3	0.3	0.2	0.5	0.3	0.4	0.3	0.4	0.3	0.2	0.3
Citizenship (65 a,b)												
Not U.S. citizen	4.0	2.8	3.8	0.8	1.3	0.9	3.3	3.2	3.3	5.1	3.1	4.8
U.S. citizen, naturalized	5.5	4.6	5.3	4.3	3.2	3.8	3.8	4.9	3.6	5.9	5.3	5.6
U.S. citizen, native	90.5	92.6	90.9	94.8	96.5	95.3	90.9	91.9	91.1	89.2	91.6	89.6
Father's Educational Attainment (79b)												
Eighth grade or less	30.0	25.5	29.1	39.4	30.5	37.1	31.5	26.7	30.5	26.9	21.9	26.1
Some high school	14.4	13.7	14.3	15.2	15.0	15.1	15.6	13.6	15.0	13.6	13.3	13.5
Completed high school	17.3	17.4	17.3	19.1	20.1	19.3	17.4	16.0	17.1	17.2	17.7	17.3
Some college	12.4	13.7	12.6	10.8	13.9	12.1	12.2	12.3	12.2	12.9	14.2	13.1
College graduate	9.6	10.0	9.7	6.7	5.8	6.5	8.7	10.1	9.0	10.9	11.7	11.0
Some graduate school	5.0	7.1	5.4	2.7	4.3	3.2	4.9	7.8	5.6	5.5	7.5	5.8
Advanced degree	11.1	12.6	11.6	6.1	8.2	6.6	9.9	13.3	10.7	13.0	13.8	13.1
Religious Background (78a)												
Protestant	63.9	65.6	64.1	66.4	64.1	64.3	59.3	59.7	59.4	66.8	72.2	67.6
Catholic	15.9	21.3	16.9	21.8	28.2	23.4	18.6	24.3	19.9	12.7	14.8	13.0
Jewish	10.4	6.7	9.7	3.7	2.2	3.3	12.3	8.9	11.5	10.7	6.2	10.1
Other	3.4	2.7	3.7	3.8	2.8	3.6	3.3	2.9	3.2	3.4	2.6	3.3
None	3.3	2.6	3.2	2.4	1.4	2.2	3.1	2.5	2.9	3.7	3.3	3.7
No answer	3.0	1.2	2.7	3.8	1.3	3.1	3.4	1.6	3.0	2.6	0.9	2.3
Current Religion (78b)												
Protestant	47.1	51.4	47.9	51.4	53.5	52.0	44.6	46.7	45.1	47.8	55.8	48.9
Catholic	12.2	19.2	13.5	17.8	26.8	20.1	14.7	22.4	16.4	9.2	12.2	9.6
Jewish	7.3	5.4	7.0	2.6	1.6	2.4	9.0	7.3	8.6	7.3	4.9	6.9
Other	6.1	5.2	5.9	7.1	5.9	6.8	5.7	5.1	5.6	6.2	5.1	6.0
None	21.9	15.6	20.7	15.0	10.1	13.8	20.2	15.0	19.0	24.6	18.8	23.7
No answer	5.4	3.1	4.9	6.0	2.1	5.0	5.8	1.3	5.3	4.9	3.4	4.7
Marital Status (85)												
Currently married	87.0	67.4	79.3	86.0	50.3	76.7	83.7	45.6	74.9	89.4	68.1	83.2
Divorced, separated, widowed	3.0	12.4	4.8	2.8	13.2	3.2	3.5	12.9	5.7	2.7	12.1	4.1
Never married	10.0	20.1	15.9	11.2	37.5	18.1	12.8	41.5	19.4	7.9	19.8	12.7
Number of Children (86)												
None	29.1	65.3	38.1	29.7	61.9	38.0	33.7	64.8	40.6	26.2	47.3	32.3
One	16.7	12.3	15.9	18.0	11.5	16.3	16.9	12.8	16.0	14.4	12.0	15.7
Two	26.3	12.9	23.7	25.9	12.7	22.5	24.3	13.8	22.0	27.7	12.0	25.4
Three or more	27.7	9.6	24.3	26.3	13.9	23.1	25.1	8.6	21.4	29.7	8.7	26.6

ADDITIONAL COPIES OF THIS RESEARCH REPORT (VOL. 5, NO. 5, 1970) MAY BE OBTAINED FROM THE PUBLICATIONS DIVISION, AMERICAN COUNCIL ON EDUCATION, ONE DUPONT CIRCLE, WASHINGTON, D.C. 20036. PLEASE REMIT $3.00 PER COPY WITH YOUR ORDER.

BEST COPY AVAILABLE

TAB P

BEST COPY AVAILABLE

TABLE 6 Enrollment changes between fall 1970 and fall 1971 in four-year colleges and universities

	All*		All excepting specialized institutions		Public universities		Public four-year		Private universities		Private four-year	
Total graduate (in all post-B.A. programs)												
Total	389†	4.4‡	326	4.3	61	2.7	99	8.5	34	0.7	128	9.3
Men	372	3.7	314	3.7	61	2.4	95	8.0	33	0.7	121	8.8
Women	370	6.0	314	5.7	61	3.0	96	8.9	33	2.3	120	12.3
Black	196	38.1	159	39.8	32	53.1	42	29.2	17	45.8	65	31.2
Spanish surname	158	30.7	130	30.6	25	18.0	35	36.5	12	89.6	54	40.7
First-time graduate (all post-B.A. programs)												
Total	299	2.8	248	3.0	50	1.1	64	10.9	27	-1.2	103	3.4
Men	265	0.7	217	0.8	45	0.2	53	11.7	22	-4.4	93	-1.7
Women	260	4.7	215	4.6	45	-3.5	53	12.4	22	2.6	91	16.0
Black	131	11.2	102	12.2	16	15.2	22	-1.4	10	21.0	51	20.5
Spanish surname	103	35.8	82	33.0	13	-12.5	21	60.0	7	§	38	68.0

*Includes professional and other specialized schools—medical, art, theological, etc.

† Number of institutions reporting data for fall 1970 and 1971.

‡ Percentage change between 1970 and 1971.

§ Data not available.

Enrollment Trends in 1971

A Technical Report Sponsored by
The Carnegie Commission on Higher Education

TAB Q

BEST COPY AVAILABLE

AFFIRMATIVE ACTION CAMPUS CONTACTS

Alabama A & M University
Normal, Alabama 35762

Dr. Henry Ponder
V. P. for Academic Affairs

Mr. L. R. Patton
V. P. For Business & Finance

Dr. Winfred Thomas, Dean
School of Agriculture

Dr. James L. Dawson, Chairman
Dept. of Agriculture Education

Dr. Robert R. Bradford, Chrmn.
Dept. of Natural Resource &
Environmental Studies

Mrs. Katie W. Ligon
V. P. for Student Affairs

Auburn University
Auburn, Alabama 36830

Dr. W. S. Bailey
V. P. for Academic &
Administrative Affairs
President's Office

* (Insert)
University of Alaska
Fairbanks, Alaska 99701

Mr. J. Frank Brown
Central Personnel Office

Arizona State University
Tempe, Arizona 85281

Mr. Jack Penick
Assistant Vice President,
Business Affairs

University of Arizona
Tucson, Arizona 85721

Dr. A. B. Weaver
Executive Vice President

*University of Alabama
University, Alabama 35486

Dr. Joseph T. Sutton
V.P. for Institutional Studies & Services
P.O. Box 6156
also: Compliance Officer for U. of Ala.

University of California, Berkeley
Berkeley, California 94720

Ms. Colette M. Seiple
Affirmative Action Coordinator
Office of the Chancellor
200 California Hall

University of California, Davis
Davis, California 95616

Mr. Dennis Shimek
Personnel Office
312 Mrak Hall

W. F. Dukes
Vice Chancellor - Academic Affairs

University of California, Irvine
Irvine, California 92664

Ms. Eloise Kloke
Assistant Chancellor for Administratio

University of California, Riverside
Riverside, California 92502

Mrs. Sue Scott
Personnel Manager

University of California, San Diego
P.O. Box 109, LaJolla, California 9203

Vice Chancellor Paul Saltman
Affirmative Action Coordinator -
Academic Personnel

Vice Chancellor Bud Sisco
Affirmative Action Coordinator for
Staff Personnel

Mr. Jack Douglass
Affirmative Action Monitor

University of California, Santa Barbara
Santa Barbara, California 93017

Mrs. M. K. Joyce
Executive Assistant to the Chancellor

BEST COPY AVAILABLE

Colorado State University
Fort Collins, Colorado 80521

Dr. Donald D. Rohdy
Affirmative Action Director
1835 Dayton Drive

University of Colorado
Boulder, Colorado 80302

Mr. Frank Ives
Director of Staff Personnel
Regent Hall 122

University of Connecticut
Storrs, Connecticut 06268

Ms. Gail Shea
Box U-86

Bertram W. Wilson
Personnel Services Division
Box U-75

University of Delaware
Newark, Delaware 19711

Mrs. Jeanette Sam
Affirmative Action Coordinator
307 Hullihen Hall

Florida A & M University
Tallahassee, Florida 32307

Dr. Eva C. Wanton
P. O. Box 326

Florida State University
Tallahassee, Florida 32306

Dr. Freddie L. Groomes
200 Wescott

University of Idaho
Moscow, Idaho 83843

Tom Richardson
V.P. State & Administrative Services

Southern Illinois University
Carbondale, Illinois 62901

Mr. Jerry Lacey
Assistant to the President for
Affirmative Action
Anthony Hall, Room 309A

University of Illinois
Chicago, Illinois 60680

Dr. Barry Munitz
Vice President for Academic Development
and Coordination
415 Administrative Office Building
Medical Center Campus
Box 6998

Indiana University
Indianapolis, Indiana 46202

Chancellor Sylvie Bowman
La Rose Building
Market and Pennsylvania Sts.

Purdue University
Lafayette, Indiana 47907

Dr. John W. Hicks
Assistant to the President

Iowa State University
Ames, Iowa 50010

Warren R. Madden
Assistant Vice President for
Business and Finance
125 Beardshear

University of Iowa
Iowa City, Iowa 52240

Dr. George Chambers
Vice President for Administration
101 Jessup Hall

University of Kansas
Manhattan, Kansas 66044

Dr. Juliet Shaffer, Chairperson
Affirmative Action Board
c/o Office of the Chancellor

BEST COPY AVAILABLE

Kentucky State College
Frankfort, Kentucky 40601

Dr. A. J. Richards
President Carl M. Hill

University of Kentucky
Lexington, Kentucky 40506

Mrs. Nancy T. Ray
Coordinator
Affirmative Action Plan
7 Administration Building

University of Maine
Portland, Maine 04102

Dr. Donald R. McNeil
Chancellor
228 Deering Avenue

Mr. Herbert L. Fowle
Vice Chancellor
Office of the Chancellor
107 Maine Avenue
Bangor, Maine 04401

University of Maine
Orono, Maine 04473

Mr. Paul Dunham
E.E.O. Director
Alumni Hall

Massachusetts Institute of
Technology
Cambridge, Massachusetts 02139

Mr. James C. Allison
Asst. to President for Minority
Affairs
77 Massachusetts Avenue, Rm. 4-144

University of Michigan
Ann Arbor, Michigan 48104

Mr. Fedele F. Fauri
2014 Administration Building

University of Minnesota
Minneapolis, Minnesota 55455

Ms. Lillian H. Williams
Deputy Equal Opportunity Officer
419 Morrill Hall

Ms. Nancy L. Groves
Equal Opportunity Officer, Academic
Administration
217 Morrill Hall

Mississippi State University
State College, Mississippi 39762

T. K. Martin
Drawer J

University of Missouri
Columbia, Missouri 65201

Dr. A. G. Unklesbay
Vice President for Administration
321 University Hall

University of Nebraska
Lincoln, Nebraska 68508

Mrs. Barbara J. Coffey
Assistant to the President
303 Administration Building
14th & R Streets

University of Nevada at Reno
Reno, Nevada 89507

Mr. Harry Wolf

Rutgers University
New Brunswick, New Jersey 08901

Ms. Blenda J. Wilson
Executive Assistant to the President

New Mexico State University
Las Cruces, New Mexico 88003

Mr. Richard Hermes
Personnel Director
Box 3AA

BEST COPY AVAILABLE

University of New Mexico
Albuquerque, New Mexico 87106

Lawrence C. Yehle
Director of Personnel
1717 Roma N.E.

Cornell University
Ithaca, New York 14850

Ramon E. Rivera
Affirmative Action Officer
317 Day Hall

State University of New York
Albany, New York 12210

Dr. Kenneth M. MacKenzie
Vice Chancellor for Personnel
and Employee Relations

Dr. C. Eugene Kratz, Director
Equal Employment Opportunity Programs
99 Washington Avenue

State University of New York at Albany
Albany, New York 12222

Mr. Leon J. Calhoun, Sr.
Director
Office of Equal Employment Opportunity
1400 Washington Avenue

State University of New York at Stony Brook
Stony Brook, New York 11790

Ms. Vera Rony, Coordinator
Equal Employment Opportunity Program

North Carolina A & T State University
Greensboro, North Carolina 27411

Dr. Theodore Mahaffey
Administrative Assistant to the Chancellor

North Carolina State University
Raleigh, North Carolina 27607

Dr. Clauston Jenkins
Provost's Office - 201 Holladay Hall

University of North Carolina
Chapel Hill, North Carolina 27514

Mr. Richard Robinson
Assistant to the President
P.O. Box 309

North Dakota State University
Fargo, North Dakota 58102

Mr. H. D. Stockman
Vice President for Business and
Finance

University of North Dakota
Grand Forks, North Dakota 58201

Mr. Gerald M. Skogley
Vice President for Finance

Kent State University
Kent, Ohio 44240

* Mr. James Ervin
Director Human Resources Utilization
Rockwell Hall

Miami University
Oxford, Ohio 45056

Mr. William G. Slover
Affirmative Action Officer

Langston University
Langston, Oklahoma 73050

Mr. James Allen Simpson
Director of Development and
Public Relations
P.O. Box 458

Oklahoma State University
Stillwater, Oklahoma 74074

Mr. Gene Turner, Director
Personnel Services
Whitehurst Hall

University of Oklahoma
Norman, Oklahoma 73069

Dr. Pete Kyle McCarter, Provost

Dr. Gene Nordby, V. P. for
Administration & Finance
660 Parrington Oval

BEST COPY AVAILABLE

Oregon State University
Corvallis, Oregon 97331

Anthony Birch
Fiscal Affairs

University of Oregon
Eugene Oregon 97403

Mrs. Lorenza Schmidt
Interim Director
Office of Affirmative Action
Room 8, Chapman Hall

Pennsylvania State University
University Park, Pennsylvania 16802

Mr. Ray T. Fortunato
Assistant V.P. Personnel Administration
108 Willard Building

University of Puerto Rico
Rio Piedras, Puerto Rico 00931

Salvador Acosta Rodriguez
Assistant to the Director
Office of Academic Affairs
Central Administration
P.O. Box AD-U,P.R. Station

University of Rhode Island
Kingston, Rhode Island 02881

Mr. Joseph C. O'Connell
Vice President for Business Affairs
Administration Building

Mr. Eugene Mailloux
Director of Personnel
Lower College Road

Clemson University
Clemson, South Carolina 29631

Major General Allen W. Rigsby
Executive Vice President

South Carolina State College
Orangeburg, South Carolina 29115

Dr. Algernon S. Belcher
Vice President for Academic Affairs

University of South Carolina
Columbia, South Carolina 29208

Dr. William H. Patterson
Provost

South Dakota State University
Brookings, South Dakota 57006

Mr. Wes Bugg
Director of Finance

Tennessee State University
Nashville, Tennessee 37203

Dr. Charles Fancher
Dean of Faculty

University of Tennessee
Knoxville, Tennessee 37916

Dr. James E. Drinnon, Jr.
Executive Assistant to the President
206 Administration Building

Prairie View A & M College
Prairie View, Texas 77445

Dr. Ivory Nelson
Vice President for Research,
Special Programs.

Texas A & M University
College Station, Texas 77843

Mr. T. D. Cherry
Vice President for Business Affairs
Room 205, Coke Building

Texas Southern University
Houston, Texas 77004

Mr. Everett O. Bell
Assistant to the President
and Director of Personnel

Texas Tech University
Lubbock, Texas 79409

Dr. S. M. Kennedy
Vice President for Academic Affairs

BEST COPY AVAILABLE

Texas Tech University
Lubbock, Texas 79409

Mr. Carlton Dodson
Resident Legal Counsel

Mr. F. J. Wehmeyer
Associate Vice President for
Administrative Affairs

University of Houston
Houston, Texas 77004

Ms. Norma Schneider
Staff Employment Mgr.
Room 501E

University of Texas at Austin
Austin, Texas 78712

Vice President Lorene L. Rogers

University of Utah
Salt Lake City, Utah 84112

Mr. J. Leonard
Civil Rights Officer
Park Building

Utah State University
Logan, Utah 84321

Dr. Richard Swenson
Vice Provost

Dr. Evan Stevenson
Asst. Vice President for Business

University of Vermont
Burlington, Vermont 05401

Dr. Dolores Stocker
Assistant to the President for
Human Resources
President's Office

Virginia State College
Petersburg, Virginia 23803

Dr. Walker Quarles
V.P., Administration

Washington State University
Pullman, Washington 99163

Wallis Beasley
Executive Vice President
422 French Administration Building

West Virginia University
Morgantown, West Virginia 26506

Mr. Sandy Serpento
Director of Personnel

University of Wisconsin-Madison
Madison, Wisconsin 53706

Dr. Cyrena Pondrom
Assistant to the Chancellor
175 Bascom Hall

University of Wisconsin-Milwaukee
Milwaukee, Wisconsin 53201

Dr. Clyde Jaworski
Director of Operations

University of Wyoming
Laramie, Wyoming 82070

Dr. James Ranz
Vice President for Academic Affairs
Room 206 Old Main

Mr. John W. Jackson, Director
Placement Service
Room 218 Knight Hall

Mr. Nick Kaan, Jr.
Director
Division of Personnel
Room 408 Old Main

BEST COPY AVAILABLE

ADDITIONS

State University of New York, Binghamton
Binghamton, New York 13901

S. Stewart Gordon,
Executive Vice President

Edgar L. Abbott
Director of Personnel

University of Arkansas
Fayetteville, Arkansas 72701

C. W. Oxford
Administrative Vice President
Administration 422

University of California System
Berkeley, California 94720

Mr. James Goodwin
575A University Hall

Wayne State University
Detroit, Michigan 48202

Kenneth M. Smythe Esq.
Room 991
5050 Cass Avenue

Alcorn A & M College
Lorman, Mississippi 39096

Rudolph E. Waters
Vice President

University of South Dakota
Vermillion, South Dakota 57069

Patricia Doll Gutzman
Director, Personnel Services

Montana State University
Bozeman, Montana 59715

C.C. Dye
Acting Personnel Director

University of Hawaii
Honolulu, Hawaii 96822

Thomas N. Arnett
Director of Personnel
1633 Bachman Place
Sinclair Annex 2, Room 2

Kent State University
Kent, Ohio 44242

* Susan Reis
Office of Human Resource Utilization

Virginia Polytechnic Institute
and State University
Blacksburg, Virginia 24061

Mr. Walter H. Ryland
General Counsel

University of Massachusetts
Boston, Massachusetts 02108

Mr. Peter Kaplan
Staff Associate -Administration
President's Office
One Washington Mall

University of California
San Francisco Medical Center
San Francisco, California 94122

Ms. Joanne Lewis*
Affirmative Action Office
200 University Building